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Collective Bargaining in Hotel Industry (p. 867)

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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

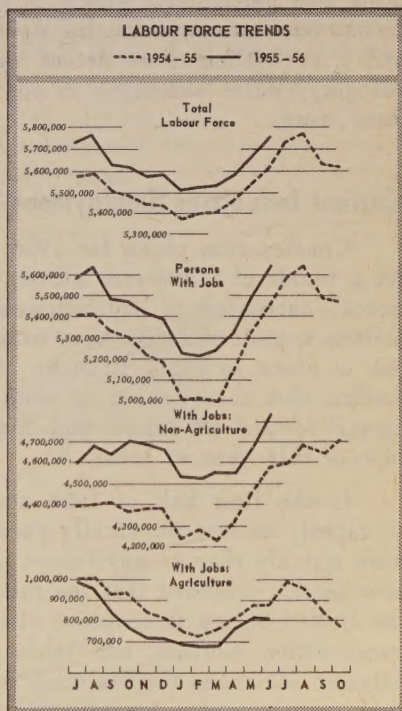
Current Manpower Situation

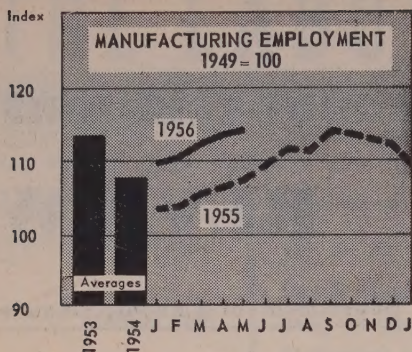
EMPLOYMENT continued to expand at a rapid pace during June and by the end of the month was at an all-time record. All of the increase occurred in non-farm industries; employment in this sector rose 266,000 or 6 per cent above the June 1955 figure. Farm employment declined slightly with the completion of spring seeding and was some 77,000 lower than a year earlier.

By the beginning of July, labour demand was approximately equal to or greater than supply in 90 of the 109 labour market areas in Canada. a situation that does not usually develop until the seasonal employment peak in August and September.

It is clear that the employment increase this spring has been considerably greater than that usually accompanying the seasonal expansion of agriculture, construction, transportation and trade. According to the DBS monthly labour force survey, persons with jobs increased from 5,216,000 in February to 5,647,000 in June. The gain of 431,000 is almost as great as the record employment expansion of last spring at a time when manpower resources were much less fully utilized than at the beginning of this year.

The monthly survey of employment and payrolls in establishments with 15 or more employees indicates the same trend. When





adjusted for seasonal variations, the employment series in this survey shows a rise of 3 per cent between January and May, more than in any similar period during the past ten years (see chart, p. 779). The industrial composite index was 115.2 in May (1949=100), 4 per cent higher than the previous peak in May 1953.

The increase in labour requirements resulted in a sharp drop in unemployment. The June labour

force survey showed only 117,000 persons without jobs and seeking work, 14,000 below the lowest figure reached last year. The number of registrations for employment at offices of the National Employment Service had fallen to 192,000 by June 21, 60,000 below the comparable figure last year.

The demand for workers in June was stronger than it has been for some years. Job vacancies registered with the NES, when related to registrations for employment, show that the labour market was tighter than at any time since 1951. The pressure on available manpower supplies was particularly strong in northern Ontario and the western provinces. Nine areas, including such large centres as Calgary, Edmonton and Fort William-Port Arthur were classified in the labour shortage category, while shortages in one or more occupations were evident in many more.

Current Industrial Employment Trends

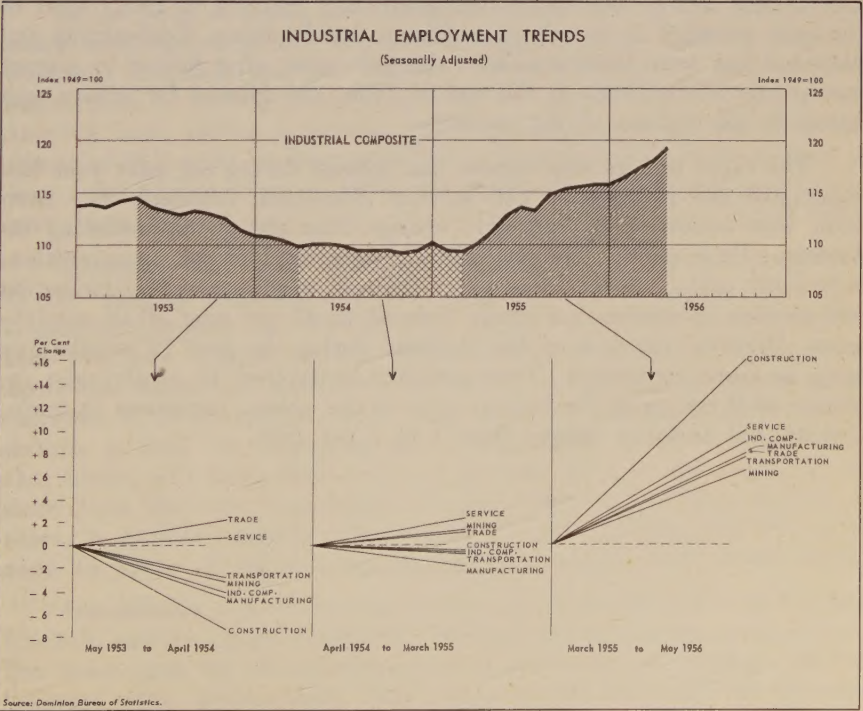
Construction plans for 1956 are more ambitious than even before. As a result of a mid-year survey by the Department of Trade and Commerce, estimates of expenditures on construction were raised to \$6.5 billion, a gain of 23 per cent over the record value of construction work put in place in 1955. Because of physical limitations, there are some doubts that this volume of work can be accomplished but continuing strong demand for labour and construction materials is assured for the rest of this year at least.

In the first half of 1956 activity in construction increased about as rapidly as was physically possible. Employment in the industry rose more quickly than in any recent year and appears well on the way to a new record, provided that the full flow of imported structural steel from the United States is resumed within a reasonable time. The demand for construction workers has increased more slowly in Quebec and the Atlantic provinces than in other regions but scarcities of skilled tradesmen were becoming increasingly prevalent in June. In the two western regions, on the other hand, shortages of both skilled and unskilled workers have been evident in many areas for a month or more. One result has been a noticeable movement of workers from both agriculture and logging, causing shortages of labour in these industries as well.

Manufacturing continued to expand in the first half of the year despite some fairly substantial layoffs in the durable goods sector. By mid-May employment in manufacturing was more than 3 per cent higher than a year earlier and very close to the peak reached in May 1953. At the beginning of 1956, manufacturing employers generally expected that employment during the last half of the year would continue to expand, although more slowly than last year. This expectation now depends, in part at least, on the duration of the steel strike in the United States and the outcome of the current labour-management negotiations in the Canadian steel industry.

As might be expected from the upsurge in capital investment, the heavy electrical machinery and iron and steel products industries have shown strong gains this spring. After allowing for seasonal changes, employment in both these groups rose by 5 per cent in the first five months of this year. A gain of 7 per cent was recorded in the primary iron and steel industry and employment in fabricated and structural steel rose to a new peak. The only exception to the general trend in this group of industries was in agricultural implements, where employment declined steadily after a brief recovery at the end of last year.

Recent layoffs in the aircraft industry have interrupted an upward trend that has prevailed since last summer. Employment this industry had declined from a peak of about 47,000 in 1953 to a low of about 36,000 in August 1955. The situation has improved steadily since that time largely as a result of increasing civilian output and the establishment of new plants. Employment rose to a total of 41,000 last April. Layoffs in recent weeks indicate, however, that a levelling off has taken place.



The current situation is somewhat similar in the automobile industry. Record automobile sales have been established in the past two years but owing to two prolonged strikes and the consequent fluctuations in imports of automobiles and parts, the strong final demand has not been consistently reflected in the industry's employment figures. After the settlement of the General Motors strike, employment reached new records in March, April and early May. Since then, employment dropped somewhat as a result of production cutbacks by the major manufactures. Latest reports show, however, a continuing high level of automobile sales, so that the employment situation in this industry should strengthen fairly quickly after the model change-over.

Currently, employment in forestry is well above the total of a year earlier and, in view of the continuing strong demand for paper and wood products, this high level will probably be maintained. The overseas export market for lumber has eased in recent months but exports of newsprint and pulp have continued to show substantial gains over last year. In British Columbia, camps are operating at near capacity to make up for the production lost through forest closures in May; marked shortages of skilled woodsmen are reported in most areas. In eastern Canada, planned pulpwood production is at least as high as last year's record; employment, however, will be largely determined by the availability of workers. In Quebec and the Atlantic provinces the current labour supply is tight but is expected to ease as the end of the farming season approaches. In Ontario, on the other hand, companies are finding it very difficult to maintain adequate staffs in the face of competition from mining and construction.

Mining activity expanded steadily through the first half of 1956 and employment approached the record previously reached in 1952. Most of the gain occurred in petroleum and base metal mining. Coal-mining employment has been fairly stable in the past year, after falling by almost one-quarter since 1952. At the end of June, the demand for miners was heavy in all regions of the country.

The rapid rise in employment and income during the past year has stimulated the distribution and service industries. Although they have been less sensitive to economic change than the goods-producing industries, their growth has provided a larger total of job opportunities. It is worth noting, in fact, that since the war, employment in distribution and service industries has grown from 41 to 47 per cent of all employment. About 65 per cent of the increase during the past 12 months has been in these industries. Transportation registered an employment increase of 9 per cent, the largest gain in the group. Increases in trade, finance and services ranged from 2 to 7 per cent.

Labour-Management Relations

MORE than 90,000 workers were represented in negotiations in progress at mid-July with the principal employers in six important Canadian industries. Agreement has already been reached at one of the three major steel companies and for most workers on the Canadian railways; contracts are still open for certain railway workers and for employees in the meat-packing and automobile industries, in mining, and in logging in the interior of British Columbia. Except in the meat-packing and B.C. logging industries, bargaining has been in progress for some time and government conciliation assistance has been requested.

Agreements reached in the textile industry in Quebec province and in certain parts of the construction industry in Ontario resulted in a sharp reduction in the number of workers on strike.

Transportation — Workers represented by the Brotherhood of Locomotive Firemen and Enginemen and the Brotherhood of Railroad Trainmen are currently bargaining with the major Canadian railways. The pattern of settlement in the non-operating workers' contract—6 per cent retroactive to April 1, 1956, 2 per cent on November 1, 1956, and 3 per cent on June 1, 1957—has been followed in the settlements reached so far by the locomotive firemen. Both the Canadian National Railways and the Ontario Northland Railway made such a settlement. The Canadian Pacific Railway Company has been a party to conciliation board hearings with the same union during the past month. The wage increase was discussed at some length but reports indicate that the CPR requested the elimination of firemen from diesel locomotives in yard and freight service.

In the field of urban and interurban transportation, the conciliation board established in the dispute between the B.C. Electric Railway Company, Limited, and the workers represented by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America made public a majority report recommending an immediate increase of 14½ cents an hour with further increases of 7 cents an hour in June 1957 and in January 1958. The union negotiators are reported to have recommended acceptance of the proposals to their membership.

Logging — The only major agreement being negotiated at present in the logging industry involves loggers in the interior of British Columbia. Logging agreements were signed in eastern Canada earlier this year and loggers on the British Columbia coast have a two-year agreement signed in June 1955, under which they recently received an increase of 6 cents an hour. Loggers in the northern and southern interior of B.C. are demanding an increase of 19 cents an hour which, they claim, will bring their rates up to those paid on the coast. At the same time they are requesting six paid statutory holidays instead of three, a medical benefit plan, increased shift differential, the union shop in place of maintenance of membership and other fringe items.

Automobiles — Negotiations between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers are continuing and a request has been made for the assistance of a provincial conciliation officer. Contract talks, which began June 1 between the union and the Chrysler Corporation of Canada, are continuing.

Steel - Present negotiations in the steel industry involve the major producers in both the United States and Canada. The strike that began July 1, 1956, in the United States has involved the Canadian plants of two subsidiaries of major United States companies. The Union Drawn Steel Co., Limited, at Hamilton (Republic Steel), and Marmoraton Mining Company, Ltd., Mormora, Ont. (Bethlehem Steel), were closed by walkouts on July 3, 1956. Although the union maintains that the workers affected by the Canadian stoppages are traditionally a part of the American bargaining unit, the managements concerned are seeking to have these strikes declared illegal.

A 16-month agreement, retroactive to April 1, 1956, affecting some 4,000 workers, was negotiated by the United Steelworkers of America and the Dominion Steel and Coal Corporation, Limited, at Sydney. It provides for a wage increase of 8 cents an hour and fringe benefits worth an additional 9 cents an hour.

Although negotiations are only in the conciliation stage, 5,000 of 7,500 workers represented by the steelworkers union voted in favour of strike action at The Steel Co. of Canada, Limited, Hamilton, if their demands were not granted. On the recommendation of a conciliation officer appointed to assist in the negotiations, a conciliation board was formed and began hearings July 18.

Contract talks between the union and the Algoma Steel Corporation, Limited, Sault Ste. Marie, began early in July and are continuing.

Mining - On June 19, approximately 10,000 coal miners in Cape Breton rejected a recommendation by a conciliation board that the present contract should remain unchanged for at least a year because of the unsatisfactory condition of the coal-mining industry. The miners later agreed to postpone their demands for a new agreement and to extend the expiry date of their present contract to September 10. A convention of the United Mine Workers union is to be held at that time and the interval will permit delegates to formulate policy for future wage negotiations.

Coal miners in the three westernmost provinces are to vote July 24 on the wage proposals for a new contract recommended by a conciliation board. The wage terms proposed are not yet known but the expiring contract has remained unchanged since 1953.

Bargaining between the International Union of Mine Mill and Smelter Workers and the International Nickle Co. of Canada, Limited, Sudbury and Port Colborne, has been referred to a conciliation board. Company and union nominees have been appointed.

Textiles - Settlements reached in the primary textile industry in the past two months have brought to an end most of the bargaining in the Quebec section of the industry and in some parts of eastern Ontario. The settlement of the National Catholic Textile Federation and the Dominion Textile Company, Limited, was repeated in the new agreements bargained by the United Textile Workers of America for the Montreal and Valleyfield mills of the company. Under a two-year agreement negotiated between the United Textile Workers and Courtaulds (Canada), Limited, at Cornwall, the workers received an 8-cent-an-hour wage increase and a reduction in the work week to 40 from 42 hours.

Agreements are still to be completed in many of the smaller mills and throughout the plants of Canadian Cottons, Limited.

Clothing – The International Ladies' Garment Workers' Union representing 7,500 dress workers in the Montreal area has made known its demands on firms belonging to the Montreal Dress Manufacturers' Association. These include a 10-cent-an-hour wage increase, three additional paid statutory holidays, two weeks' paid vacation and contributions of 2½ per cent of salaries to the employees' pension fund.

Contract negotiations have also begun in Hamilton and Toronto between the Clothing Manufacturers' Association of Ontario and the Amalgamated Clothing Workers of America. The union is seeking a 12½-cent-an-hour wage increase, improvement in statutory holiday pay and increased company payments to the insurance fund.

Meat-Packing – Bargaining between the three principal packing companies in Canada—Canada Packers, Limited; Swift Canadian Co., Limited; and Burns & Co. Limited—and the United Packinghouse Workers of America began July 16 in Toronto and Calgary.

Construction – Bargaining in the construction industry came close to completion for the year with the termination of two work stoppages in June. Plumbers in London and district accepted a wage increase of 10 cents an hour effective June 1, with a further 10-cent-an-hour increase to take effect April 1, 1957. The strike of members of the International Association of Heat and Frost Insulators and Asbestos Workers ended when the workers accepted a settlement including a 7-cent-an-hour increase retroactive to May 1, a 5-cent-an-hour increase effective September 1, 1956, and 3 cents an hour to a welfare fund.

The only two areas in which bargaining has now become difficult are Halifax, where all the building trades bargain together, and Vancouver, where the plumbers' contract is still to be signed.

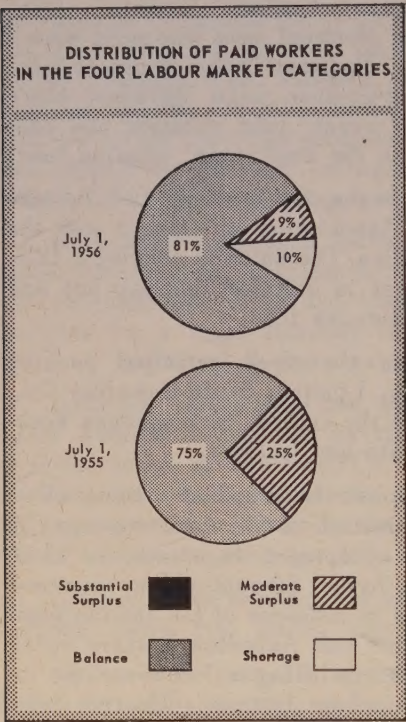
Other Recent Agreements – The Bell Telephone Company of Canada and two unions, Canadian Telephone Employees' Association and the Traffic Employees' Association, recently completed five new agreements for the Ontario and Quebec regions. Some 25,000 workers are said to be covered by these contracts.

A two-year contract signed by the Canada and Dominion Sugar Co., Limited, and the International Union of Bakery and Confectionery Workers of America provides for wage increases of 12 to 14 cents an hour in the first year and for a further 5 cents an hour during the second year. In addition, the work week is reduced from 42½ to 40 hours, and the company will contribute 1 cent an hour to the insurance plan.

Work Stoppages

Preliminary estimates show 36 work stoppages in existence during June 1956. These involved 16,815 workers and caused a time loss of 77,775 man-working days. Corresponding figures for the previous month were 33 stoppages, 17,855 workers and 136,510 days. In June 1955 there were 32 stoppages, involving 6,730 workers in a loss of 47,510 man-days.

Manpower Situation in Local Areas



CONTINUED hiring in the construction, agriculture, food processing, tourist, and logging industries further reduced available labour supplies in nearly all local areas in Canada during June. Employment changes were sufficient to result in the reclassification of 40 labour market areas. Thirty-seven areas were reclassified into a lower surplus category, into balance or into shortage. Layoffs in the farm machinery and automobile and parts industries, however, caused three Ontario areas to be reclassified in the opposite direction. At the end of June labour market classifications were as follows (last year's figures in brackets): in shortage, 12 (0); in balance, 78 (75); in moderate surplus, 19 (34); in substantial surplus, 0 (0).

Labour market classifications indicate that the Canadian labour market is the tightest since 1953,

for although 14 areas were in the shortage category at July 1, 1953, compared with only 12 areas at the beginning of July this year, those 14 represented only 8 per cent of all paid workers; this year's 12 represent 10 per cent. The Prairie and Ontario regions continue to show the tightest labour markets, with five Ontario areas and seven Prairie areas in shortage. In the Atlantic, Quebec and Pacific regions also, there were more areas in the balanced category at July 1 than is usual for this time of year.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	July 1 1956	July 1 1955	July 1 1956	July 1 1955	July 1 1956	July 1 1955	July 1 1956	July 1 1955
Metropolitan	—	—	1	3	8	8	2	—
Major Industrial	—	—	7	16	17	11	3	—
Major Agricultural	—	—	2	2	10	12	2	—
Minor	—	—	9	13	43	44	5	—
Total	—	—	19	34	78	75	12	—

*See inside back cover May Labour Gazette.

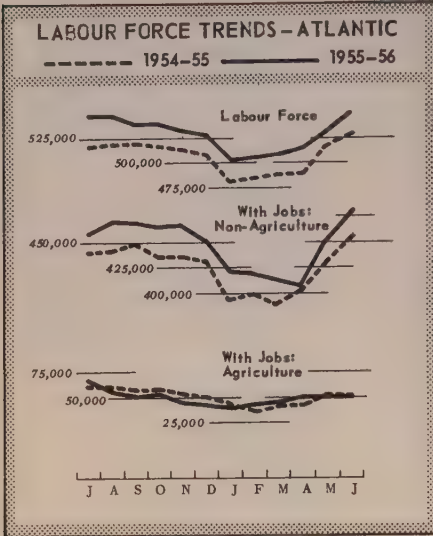
CLASSIFICATION OF LABOUR MARKET AREAS

July 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Hamilton Montreal Ottawa - Hull → QUEBEC - LEVIS → ST. JOHN'S Toronto Vancouver - New Westminster Winnipeg	Calgary Edmonton	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	→ BRANTFORD → CORNER BROOK ← → Joliette → ROUYN VAL D'OR Saint John Shawinigan Falls Trois Rivières	→ CORNWALL → FARNHAM - GRANBY → Guelph Halifax Kingston Kitchener → LAC ST. JEAN London → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Peterborough Sarnia → SHERBROOKE → SYDNEY Victoria	→ FORT WILLIAM - PORT ARTHUR → SUDBURY → TIMMINS - KIRKLAND LAKE	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	→ RIVIERE DU LOUP Thetford - Magantic St. George	Barrie Charlottetown → CHATHAM Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	→ BRANDON → LETHBRIDGE	
MINOR AREAS (labour force 10,000 - 25,000)	→ CAMPBELLTON Bathurst Drummondville → GASPE Newcastle St. Stephen → PRINCE GEORGE → RIMOUSKI Valleyfield	Bellefleur - Trouton Beauharnois Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller → EDMUNDSTON Fredericton GALT ← Goderich → GRAND FALLS → KAMLOOPS → KENTVILLE Lachute - Ste. Thérèse Lindsay → MONTMAGNY North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert → QUEBEC NORTH SHORE Sault Ste. Marie Simcoe → SOREL → STE. AGATHE - → ST. JEROME St. Hyacinthe St. Jean Stratford St. Thomas → SUMMERSIDE Trail - Nelson → TRURO Walkerton Weyburn → WOODSTOCK, N.B. Victoriaville Yarmouth	→ BRACEBRIDGE → LISTOWEL Medicine Hat Swift Current WOODSTOCK - INGERSOLL	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT increased rapidly in the Atlantic region in June, reaching an all-time record, as outdoor activities expanded after being retarded by bad weather in the spring. Persons with jobs in the region were estimated to number 531,000 at June 23, an increase of 32,000 from a month earlier and 23,000 from the same date in 1955. Agriculture accounted for much of the increase during the month but employment gains also occurred in construction, fishing and the tourist trade. Construction employment was higher than a year ago and labour shortages were developing in some areas.

Twelve of the 21 areas in the region were reclassified during the month, two from the substantial to the moderate surplus category, one from the substantial surplus to the balanced category and nine from the moderate surplus to the balanced category. At July 1, the area classification was as follows (last year's figures in brackets): in balance, 15 (10); in moderate surplus, 6 (11).

Local Area Developments

St. John's (metropolitan). Reclassified from Group 2 to Group 3. Seasonal employment expansion in construction, fishing, shipping and transportation resulted in a sharp decline in job registrations. Construction tradesmen were in heavy demand during the month but requirements for semi-skilled and unskilled workers increased more slowly.

Corner Brook (major industrial). Reclassified from Group 1 to Group 2. Logging employment increased as usual during June. Construction activities rose slowly, however, resulting in higher unemployment than a year ago.

New Glasgow (major industrial). Reclassified from Group 2 to Group 3.

Sydney (major industrial). Reclassified from Group 2 to Group 3. Unemployment in this area was lower in June this year than in any of the last three years. All major industries in the area were very active during the month; the most marked improvements were recorded in construction, logging and lumbering. Employment in coal mining and steel manufacturing, the most important industries in the area, continued at slightly higher levels than a year earlier but not as high as in June 1953.

Moncton (major industrial). Reclassified from Group 2 to Group 3. Construction activity was reported to have reached an all-time high during the month. Supplies of almost all skilled construction tradesmen were becoming depleted by the end of June and there were indications that early shortages would develop for some skills.

Grand Falls (minor). Reclassified from Group 1 to Group 3.

Campbellton (minor). Reclassified from Group 1 to Group 2.

Edmundston, Kentville, Summerside, Truro and Woodstock (minor). Reclassified from Group 2 to Group 3.

QUEBEC

THE employment increase in Quebec during June was smaller than the record gain of June last year but greater than the increase during the same period in the two preceding years. Persons with jobs at June 23 were estimated at 1,556,000, an increase of 39,000 from the previous month and of 37,000 from the previous year.

Employment in construction rose seasonally and continued to be considerably higher than last year. Shortages of skilled tradesmen began to develop in a number of local areas. Loggers were still scarce, except in farming areas, and the demand for skilled miners also exceeded the supply. Shortage of farm hands continued in many areas as workers moved into manufacturing and construction employment.

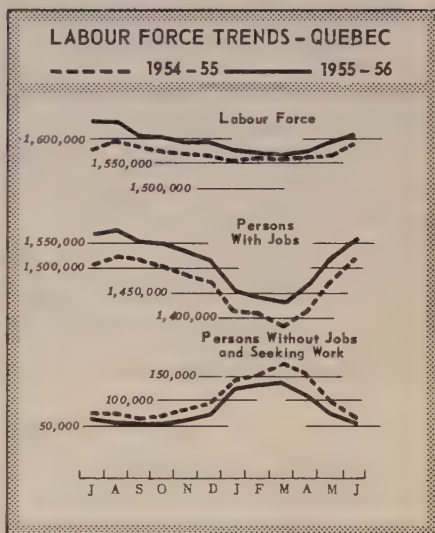
Total industrial employment was about 8 per cent higher than a year earlier. Employment has increased in most industries, forestry, aircraft and electrical apparatus and supplies recording the largest gains.

Twelve of the 24 local areas in the region were reclassified during the month, eight from the moderate surplus to the balanced category and four from the substantial to moderate surplus category. At July 1, the area classification was as follows (last year's figures in brackets): in balance, 14 (10); in moderate surplus, 10 (14).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Employment was about 9 per cent higher than last year. Labour demand was considerably stronger, and the available labour supply much smaller than a year earlier. Engineers, draughtsmen, auto mechanics, skilled construction workers, skilled metal workers and stenographers were scarce.

Quebec-Lévis (metropolitan). Reclassified from Group 2 to Group 3. Employment increased considerably during June, mainly in construction and logging. NES job registrations for male workers were only about two-thirds as numerous as in the previous month but registrations from females increased, mainly in secondary textiles and in clerical occupations, in which students usually register during the summer. Employment opportunities were twice as numerous as last year, and there were



shortages of loggers, auto mechanics, bricklayers, shoe stitchers and worsted menders.

Lac St. Jean and Sherbrooke (major industrial). Reclassified from Group 2 to Group 3. Employment increased mainly in outdoor industries. Loggers were scarce in both areas and Sherbrooke also reported shortages of sheet-metal workers, foundry workers, millwrights, carpenters and auto mechanics.

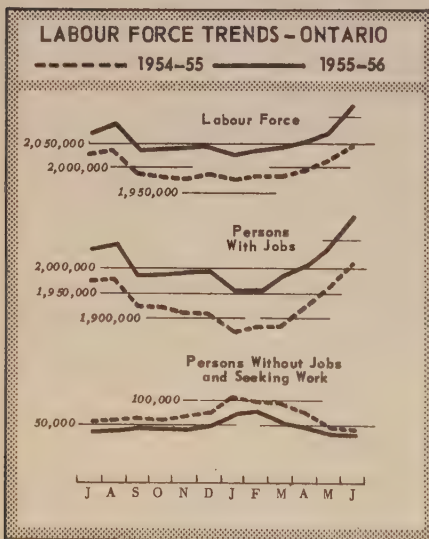
Farnham-Granby (major industrial). Reclassified from Group 2 to Group 3. The number of job registrations at the NES office decreased considerably in construction and to a lesser degree in textiles.

Rouyn-Val d'Or (major industrial). Reclassified from Group 1 to Group 2. Increased activity in outdoor industries and mining reduced the number of job applications registered with the NES, and demand for loggers, miners, painters, cranemen and shovelmen, and auto mechanics exceeded the available supply.

Rivière du Loup, Gaspé, Rimouski (major agricultural and minor). Reclassified from Group 1 to Group 2.

Montmagny, Quebec North Shore, Ste. Agathe-St. Jérôme, Sorel (minor). Reclassified from Group 2 to Group 3.

ONTARIO



IN Ontario during June, a further increase in labour requirements from already high spring levels brought employment to an all-time record. Persons with jobs in the region reached a total of 2,094,000 at June 23, an increase of 56,000 from the previous month and 87,000 from the previous year. The number without jobs and seeking work dropped to 32,000, representing only 1.5 per cent of the total labour force in the region.

Manufacturing industries as a whole continued operating at near capacity, although there were some employment adjustments in farm machinery and automobile firms.

Shortages of engineers, draughtsmen, skilled metal workers, farm hands, miners, loggers and unskilled construction workers were quite pronounced.

During the month, 10 of 34 labour market areas in the region were reclassified, five from the balanced to the shortage category, two from moderate surplus to balance, two from balance to moderate surplus and one from shortage to balance. At July 1, the area classification was as follows (last year's figures in brackets): in shortage, 5 (0); in balance, 27 (29); in moderate surplus, 2 (5).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Most industries continued to be very busy but there was some slackening in automobile and agricultural implement manufacturing.

Ottawa-Hull (metropolitan). Remained in Group 3. Although this area remained in approximate balance there were severe shortages of farm hands, professional workers, sales personnel, machinists, painters and mechanics.

Toronto (metropolitan). Remained in Group 3. Heavy industry continued operating at near capacity although material shortages caused some slowdowns. Employment in the construction industry continued to increase and good construction labour and construction equipment operators were very scarce. Skilled metal workers were in very short supply.

Windsor (metropolitan). Reclassified from Group 3 to Group 2. Further small layoffs for inventory adjustment at Ford helped to bring the area into the surplus category. Construction was still very active but the labour supply was adequate.

Brantford (major industrial). Reclassified from Group 3 to Group 2. Massey Harris laid off workers early in June and further layoffs were anticipated for July or August.

Cornwall (major industrial). Reclassified from Group 2 to Group 3. Construction in the area continued to increase, resulting in some shortages of skilled construction workers.

Sudbury (major industrial). Reclassified from Group 3 to Group 4. All industries in this area were very busy and the labour supply was already very tight. Another 1,000 to 1,500 workers will be required on the Blind River development during July.

Timmins-Kirkland Lake (major industrial). Reclassified from Group 3 to Group 4. Shortages developed of diamond drillers, loggers, carpenters, machinists and unskilled miners and construction workers.

Chatham (major agricultural). Reclassified from Group 2 to Group 3.

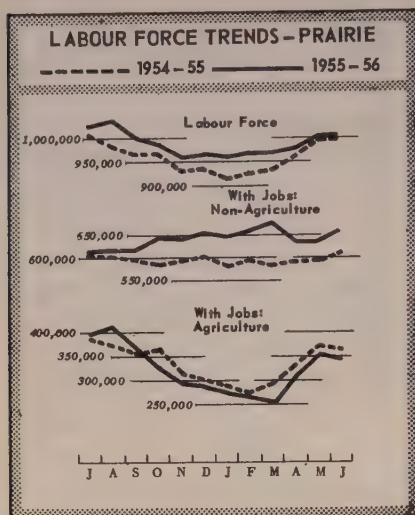
Bracebridge, Listowel and Woodstock-Ingersoll (minor). Reclassified from Group 3 to Group 4.

Galt (minor). Reclassified from Group 4 to Group 3. Temporary layoffs in iron and steel firms brought the area back into balance.

PRAIRIE

EMPLOYMENT continued to increase in the Prairie region during June, reaching the highest figure on record for the month. Persons with jobs at June 23 were estimated at 1,000,000, about 9,000 more than a month earlier and 23,000 more than at the corresponding date in 1955. Demand was strong throughout the month for workers in all occupations and there were shortages of skilled construction workers, loggers, oil drillers, engineers, draughtsmen, and sales and clerical workers.

Three of the 20 areas in the region were reclassified during the month from the balanced to the shortage category. At July 1, the area



classification was as follows (last year's figures in brackets): in shortage, 7 (0); in balance, 13 (20).

Local Area Developments

Calgary (metropolitan). Remained in Group 4. Shortages continued in a wide number of occupations despite a seasonal increase in the labour force. Construction and oil exploration continued very strong and stimulated further employment expansion in the trade and service industries, which have shown a remarkable rate of growth during the past two years.

Edmonton (metropolitan). Remained in Group 4. Employment continued

to expand in this area during June. The most serious labour shortages occurred in pipeline construction but suitable workers were also scarce in almost all other industries. Job opportunities were much greater than in the same month last year.

Winnipeg (metropolitan). Remained in Group 3. All industries recorded vigorous employment expansion. The year-to-year increase in job opportunities was reflected in the NES figures; vacancies listed at the NES office at the end of the month equalled 40 per cent of job registrations compared with 20 per cent a year earlier.

Fort William-Port Arthur (major industrial). Reclassified from Group 3 to Group 4. A very tight labour market developed, largely because of the record volume of construction work being carried out in the area. Forestry operations were curtailed during the month following the transfer of workers from the camps to fight forest fires. The generally heavy demand for labour is indicated in the NES statistics, which show two vacancies for every job applicant at the end of June compared with one vacancy for every 11 job applicants at the same date last year.

Brandon and Lethbridge (major agricultural). Reclassified from Group 3 to Group 4. Farm labour was very scarce and shortages were developing in construction and some parts of manufacturing.

PACIFIC

ECONOMIC activity in the Pacific region continued to expand in June from the high levels already attained early in the spring; employment reached an all-time record. The number of persons with jobs at June 23 was estimated at 466,000, about 12,000 more than a month earlier and 19,000 more than in June 1955. Labour shortages continued to exist in a large number of occupations despite the heavy influx of workers from other parts of Canada. The ratio of job vacancies to registrations for

employment at NES offices is considerably higher than a year earlier in most areas, particularly in the male sector. In some areas, such as Kamloops and Kitimat, employment opportunities were far more numerous than the registrations for employment.

All industries were operating at high levels, apart from temporary interruptions caused first by fire hazard then by heavy rains and flooding. Construction, logging, manufacturing and mining were particularly active but agriculture continued to suffer from winter frost damage.



The greatest year-to-year employment increases were in the non-ferrous metal products, iron and steel products, transportation equipment and service industries. At Kitimat, which now has an estimated labour force of 7,000 to 8,000, one additional operating unit went into production in June and another was expected to be in operation by December.

Shortages of engineers, draughtsmen, welders, structural iron and steel and other metal workers, miners, marine electricians and of a number of skilled logging and construction trades were particularly severe.

During the month, three labour market areas were reclassified, two from the moderate surplus to the balanced category and one from substantial to moderate surplus. At July 1, classification of the 10 areas in the region was as follows (last year's figures in brackets): in balance, 9 (7); in moderate surplus, 1 (3).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 3. Intermittent rains early in the month slowed down construction temporarily but resulted in the resumption of forest work after a short closure because of fire hazard. Employment reached record levels. Labour shortages were reported in more than 20 skilled occupations, particularly in the metal trades.

Victoria (major industrial). Remained in Group 3. Employment continued at high levels since practically all industries were operating at or near capacity. Shortages existed for almost all trades in the shipyards, and for skilled loggers, and female service and office workers.

Kamloops and Okanagan Valley (minor). Reclassified from Group 2 to Group 3.

Prince George (minor). Reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of July 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 23	5,764,000	+ 1.8	+ 2.7
Total persons with jobs.....	June 23	5,647,000	+ 2.7	+ 3.5
At work 35 hours or more.....	June 23	5,156,000	+ 3.2	+ 3.2
At work less than 35 hours.....	June 23	348,000	-10.8	+ 4.5
With jobs but not at work.....	June 23	143,000	+27.7	+ 10.9
With jobs but on short time.....	June 23	22,000	- 4.4	- 21.4
With jobs but laid off full week.....	June 23	*	-	-
Persons without jobs and seeking work.....	June 23	117,000	-29.1	- 25.5
Total paid workers.....	June 23	4,429,000	+ 3.9	+ 5.7
In agriculture.....	June 23	106,000	- 0.9	- 18.5
In non-agriculture.....	June 23	4,323,000	+ 4.0	+ 6.4
Registered for work, NES (b)				
Atlantic.....	June 21	25,395	-45.2	- 30.7
Quebec.....	June 21	65,701	-37.1	- 16.6
Ontario.....	June 21	55,947	-16.0	- 27.8
Prairie.....	June 21	23,787	-40.0	- 28.6
Pacific.....	June 21	21,041	-15.8	- 18.2
Total, all regions.....	June 21	191,871	-32.0	- 23.9
Claimants for Unemployment				
Insurance benefit.....	June 1	188,927	-35.3	- 21.5
Amount of benefit payments.....	May	\$19,154,627	-42.3	- 4.3
Industrial employment (1949=100).....	May 1	115.1	+ 1.4	+ 7.2
Manufacturing employment (1949=100).....	May 1	114.1	+ 0.6	+ 6.3
Immigration.....	1st qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	June	77,775	-	+120.8(c)
No. of workers involved.....	June	16,815	-	+120.7(c)
No. of strikes.....	June	36	-	+ 49.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$63.84	+ 0.6	+ 4.7
Average hourly earnings (mfg.).....	May 1	\$ 1.51	+ 0.4	+ 3.9
Average hours worked per week (mfg.).....	May 1	41.4	+ 0.7	+ 0.5
Average weekly earnings (mfg.).....	May 1	\$62.56	+ 1.1	+ 4.4
Consumer price index (av. 1949=100).....	June 1	117.8	+ 1.0	+ 1.6
Real weekly earnings (mfg. av. 1949=100).....	May 1	128.6	+ 1.1	+ 4.2
Total labour income.....\$000,000	April	1,121	+ 2.6	+ 10.9
<i>Industrial Production</i>				
Total (average 1935-39=100).....	April	278.5	+ 0.5	+ 7.4
Manufacturing.....	April	286.9	+ 1.6	+ 6.7
Durables.....	April	350.7	+ 1.5	+ 7.3
Non-Durables.....	April	246.1	+ 1.7	+ 6.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Less than 10,000.

Notes of Current Interest

30 Canadians Attending Oxford Study Conference

Names of the 30 Canadians chosen as members of the Duke of Edinburgh's Study Conference on the Human Problems of Industrial Communities within the Commonwealth and Empire were announced at the end of last month by the Right Hon. C. D. Howe, Minister of Trade and Commerce.

The following is a list of the successful candidates, who were nominated by private firms, business associations and trade unions:—

J. A. Armstrong, Calgary, Imperial Oil Ltd.; E. Benson, Trail, B.C., Consolidated Mining and Smelting Co.; W. S. Haggett, Winnipeg, Bristol Aeroplane Co.; J. H. Doyle, Chicoutimi, Que., Price Brothers and Co.; J. W. Henley, Hamilton, Canadian Westinghouse Co.; L. B. Jack, Vancouver, B.C. Electric Co.; J. J. Kinley, Jr., Lunenburg, N.S., Lunenburg Foundry and Engineering Co.; Lt.-Col. G. H. Logie, Sherbrooke, Que., Canadian Ingersoll-Rand Ltd.; J. G. Morrison, Sault Ste. Marie, Ont., Abitibi Power and Paper Co.; W. A. Martin, Kitchener, Ont., Dominion Rubber Co.; J. C. McGlashan, Ottawa, McGlashan Silverware Co.; J. R. Phillips, Brockville, Ont., Phillips Electrical Co.

R. D. Archibald, Dominion Textile Co.; Dr. W. H. Cruickshank, Bell Telephone Co.; K. J. Forbes, Catelli Food Products Ltd.; L. Hemsworth, Canadian Industries Ltd.; J. A. Hornibrook, Du Pont Company of Canada; J. R. Houghton, Northern Electric Co.; J. W. McGiffin, Canada Steamship Lines; P. B. Thresher, Bathurst Power and Paper Co., all of Montreal.

R. Atkin, Canadian Brotherhood of Railway Employees, and K. J. McLennan, Oil, Chemical and Atomic Workers, both of Edmonton; Nelson Cox, Barbers' International Union, and C. Ward, United Auto Workers, both of Brantford, Ont.; D. I. Finn, Sarnia, Ont., Oil, Chemical and Atomic Workers; J. A. Huneault, Ottawa, Brotherhood of Railroad Trainmen; R. H. Brown, Port Credit, Ont., International Printing Pressmen and Assistants' Union; F. S. Cooke and L. K. Sefton, United

Steelworkers of America, and F. D. Smith, International Photo-Engravers' Union, all of Toronto.

The conference, which is being held in Oxford, England, from July 9 to 27, is being attended by 280 persons from all parts of the Commonwealth.

The gathering, which is to study the human aspects of industrialization, with special reference to those factors which make for satisfaction, efficiency and understanding within industrial organizations and between them and industry and the community around them, will take place in three stages.

The first part, from July 9 to 12, will be held in Oxford, and will take the form of papers by well-known figures in industry in the United Kingdom, and group discussion. The second part will consist of nine-day tours of industrial towns and cities by the 20 groups into which the conference is to be divided. Finally, for the third part the members will return to Oxford to hear papers by persons from overseas, and for further group discussions.

Two of these papers will be read by Canadians. They are: "Social Planning and Adjustment at Kitimat" by E. Luchterhand, Research Associate of the Staff Training and Research Division, Aluminum Co. of Canada; and "The Contribution of the Social Scientist to Management" by Farrell C. Toombs, Associate of the Department of Psychiatry, and Associate Professor of the Institute of Business Administration, University of Toronto.

The conference will not make policy or pass "pious resolutions" and it will not trespass on the field usually covered by collective bargaining. Instead it was arranged to be a practical study of how human life has been influenced by the growth of industry, and how those communities where industrialization is less advanced can learn from the successes and failures of others.

It is a conference of young persons who are making their mark in industry and the community as trade unionists, technicians and managers. None of them are much above 45 years of age, and some may be no more than 25. They have come from all kinds of industries and from enterprises large and small. None of them have been sent as official delegates or representatives.

The outline program of the conference describes it as "essentially an experiment in common effort within the Commonwealth... a meeting not of research workers but of men and women of many races and nations who are facing practical

responsibilities in industry and are prepared to exchange ideas freely and frankly on the tasks and opportunities ahead of them".

Ont. Labour Federation Holds Hearings on Act

Criticisms of the Ontario Labour Relations Act and its administration were heard during June and early July by a special committee set up by the Ontario Provincial Federation of Labour.

The committee expects to report to the Federation later in the year on its findings.

Views of affiliated unions and other interested organizations were presented to the Committee at public hearings in Toronto, St. Catharines, London, Windsor, Hamilton, Kitchener, Peterborough, Cornwall, Kingston, Cobalt, Timmins and Port Arthur.

A full account of the hearings will appear in the *LABOUR GAZETTE* for August.

UAW Concerned about Auto Industry Layoffs

Layoffs in the automobile and agriculture implement fields, caused by automation and other factors, came under scrutiny at two separate meetings of United Automobile Workers of America. One meeting was at Toronto, the other in Brantford, Ont.

In Brantford, 120 delegates, representing 75,000 UAW workers in Canada, called for a labour-management-government conference to assess results to date and prospects for the immediate future of automation in Canadian mass production industries.

Delegates were informed that unemployment, brought on by a combination of automation, over-production, United States imports and falling farm income, had already cut in half the work force in the Ford Company of Canada plant at Windsor, and that soon the Massey-Harris-Ferguson chain would cut its work force to a few hundred maintenance and tool workers.

"It is not enough for industry to say automation will work to everyone's benefit in the long run," said George Burt, the union's Canadian Director. "It is in the interest of all Canadians that automation be brought into use with a sense of social consciousness."

He said legislators must be made as aware as workers of the tremendous social forces set in motion by management's new philosophy and that management must realize at the outset that it must share the fruits of automation with all segments of society, or bring the Canadian economy to ruin.

At the Toronto meeting of the International Agricultural Implement Workers Wage and Hour Council of the UAW, 100 delegates representing workers throughout North America made plans for bringing to bear on various levels of industry and government the importance of providing full employment.

Council President Stephen Olsen said that in Racine, Wisconsin, where Massey-Harris-Ferguson had a peak work force of 2,250, layoffs were occurring at such a rate that within three months only 250 production workers would remain on the job.

Philip Kearns, of Toronto, said that the company had reduced the Toronto plant's work force from 4,600 in 1952 to 2,400 by 1956. Workers at Hamilton were being laid off in groups—a recent one amounting to 300 to 400 men.

International Representative Paul Siren thought that "the decline in purchasing power of the farmers is undoubtedly the major cause" of the cutback on production that is bringing about the layoffs.

He said the farmers' union and the Canadian farm implement branch of the trade union movement are planning to petition the Government for aid in resolving the problem.

"Trade policies of the Government have restricted exports to the point that we've lost some of our best customers," he declared.

Automobiles, like strawberries, should be priced according to seasonal demand, Walter Reuther, UAW President, recently told the *Detroit Free Press*.

People should be told that if they buy an automobile in the summer, when demand is greatest, they would pay a higher price for their cars, the same as they "have to pay more for strawberries in February".

Such a sliding scale in prices, Mr. Reuther feels, would help level out the peaks and valleys in the auto industry.

NES Manager in Cornwall, Awaiting Award, Dies

J. René Laframboise, Manager of the Cornwall, Ont., office of the National Employment Service since its opening in 1941, who was runner-up for the 1956 Award of Merit of the International Association of Personnel in Employment Security (L.G., May, p. 493), died on June 11. He was 58 years of age.

Mr. Laframboise was to have received his award at the 43rd annual convention of the Association in Toronto the latter part of June.

W. Thomson Named Chief, Employment Service, UIC

William Thomson, for the past eight years Chief of the Analysis and Development Division, Unemployment Insurance Commission, has been appointed Director of the Employment Service. He succeeds J. W. Temple, who has been named Director of Staff Relations.



William Thomson

Mr. Thomson, who is 52 years old, has had 25 years' service in several federal government departments. Born in Dundee, Scotland, and educated there and in Australia, he came to Canada in 1927. Four years later he entered the public service in the Census Division of the Dominion Bureau of Statistics.

In 1941 he was seconded to the Wartime Prices and Trade Board as Director of Licensing. Two years later he joined the Royal Canadian Navy, in which he served as Staff Officer, Personnel Selection, Atlantic Command. He was discharged in 1946 with the rank of lieutenant-commander.

After a further brief period with DBS, Mr. Thomson joined the staff of the Unemployment Insurance Commission. He served several years as a specialist in occupational research and labour market information before becoming head of the Analysis and Development Division.

30-Hour Week Granted To CLC Office Staff

The 30-hour week, which the Canadian Labour Congress has set up as one of its targets (L.G., June, p. 649), has been won by some of the Congress' own employees.

A new contract between the CLC and the Office Employees' International Union, covering clerical employees at Congress headquarters and regional offices, provides for the 30-hour week in addition to substantial wage increases, averaging about \$35 a month.

The contract does not apply to Congress officers, representatives or organizers.

Chrysler Begins Program Of Apprentice Training

A Canadian automobile manufacturer, in co-operation with the union in the plant, has begun an apprentice training program to help meet the increasing need for skilled tradesmen.

J. G. Craig, Vice-president in charge of personnel, Chrysler Corp. of Canada, last month announced the establishment of a four-year training scheme based on an agreement with the United Auto Workers. It will offer courses in electrical, millwright, steamfitter-pipefitter, toolmaker, machine repair, and body fixture builder trades.

Applicants aged 18 to 25 years with secondary school diplomas are eligible.

The plan provides for one apprentice in training for every eight journeymen.

"Women Should Encourage More Vocational Training"

Mothers should encourage their children to enter vocational training schools rather than force them into academic courses, the National Council of Women has suggested.

"There is a tendency among parents and some educators to look down on this type of education," said Mrs. Alan Turner Bone, outgoing President of the Council. "But if Canada is to maintain her position in the world we must have more trained engineers and technicians."

The Council suggested that women's groups could help by offering scholarships to vocational school students and by seeing to it that schools have adequate courses and qualified teachers.

In another resolution, the Council asked the Government to provide not only for equal pay for equal work but also for equal opportunities for employment and advancement.

U.K. Takes Steps to Ease Shortage of Technicians

A further step has been taken to ease the shortage of technologists in Britain, with a change in the Ministry of Education system of granting state scholarships.

Technical state scholarships are to be increased from 120 to 150 for the 1956-1957 academic year.

In conjunction with the planned build-up of the pool of technologists, Britain plans to spend 85 million pounds during the next five years on buildings and equipment to train prospective technical personnel.

The present annual output of technologists amounts to around 9,500. The Government hopes to increase this to 15,000.

Urges Contractors Help Training of Apprentices

The attention paid by employers to getting the supply of goods needed in construction has not been balanced by a proportionate solicitude for ensuring the necessary supply of manpower, said A. Turner Bone, President of the Canadian Construction Association, in an address to the Calgary Builders' Exchange last month.

Looking after the training of apprentices is a new idea to a number of contractors, he went on to say. "Many still look to the schools, to other contractors and to immigration as the source of their skilled men. The schools—whether they be universities, apprenticeship centres or technical schools—need our help; all in the industry have a responsibility to assist in the job-site training that is so essential; and we Canadians can no longer rely on the training programs of other countries to supply us with skilled mechanics, professional men or even heavy labour."

Those in the industry could help, he said, by participating in the apprenticeship training program, by encouraging the entry of recruits to the industry, by seeing that the boys taken on receive proper training on the job, and by helping the apprenticeship instructors and inspectors.

The work of the universities could be furthered, he suggested, by offering summer-time employment to students, by granting prizes, bursaries and fellowships, and by co-operating in the arrangement of courses.

"A large number of construction men received their training 'informally,'" Mr. Bone said. "This is fine for building character but it is wasteful in both time and human resources. Canada is a country

in a hurry and employers should invest more in time and money in the training of others. This is an investment with good 'growth' features."

More, Better Trained Graduates Said Needed

At the final sessions of the 10-day Learned Societies Conference in Montreal last month, Canadian universities were urged to turn out more and better trained graduates. The reply of the universities was that they needed more money if they were to be able to do this.

Officials of business and industry attending the conference sessions said that the demand for graduates, especially in technical fields, will increase greatly in the next ten years, and the universities will be called upon to meet the demand.

University officials said that they need more money to enable them to attract capable teachers and to enlarge their facilities.

The following are samples of the comments heard during four days' discussions:—

"Student enrolment is expected to double in the next decade, but universities now do not have the money to increase staff or facilities," said Claude T. Bissell, University of Toronto.

"The shortage of skilled teachers in both colleges and secondary schools is a matter of great national importance," said Prof. B. W. Sargent, Queen's University.

"Five of every six university graduates applying for jobs with the federal Government are unsuitable for employment," according to O. E. Ault, Director of Planning and Development, Civil Service Commission.

C. R. Armstrong of the Bell Telephone Co. said that "graduates expect too much to be given them too quickly".

Msgr. A. M. Parent, Rector of Laval University, complained that French-Canadians are losing control of a portion of their life because French-speaking universities are not turning out enough graduates to fill industrial positions.

A somewhat different line was taken by Herbert H. Lank, President of Du Pont Co. of Canada. Speaking to the University Counselling and Placement Association, he expressed the opinion that the need for engineers and science graduates in business has probably been "grossly overemphasized".

Speaking on the importance to business of obtaining men with a liberal arts education, Mr. Lank said that although a large number of technically skilled persons are

needed in business, businessmen have been inclined to want engineers and scientists for jobs that could be done just as well by men without technical education.

Although the importance of skilled personnel should not be belittled, he said, the pendulum is now swinging in favour of the liberal arts graduate and there is a danger that it may swing too far.

Sees Greater U.S. Bidding For Canadian Graduates

Because the United States has relaxed its regulations for compulsory military training, Canadian employers are going to face stiffer competition from United States employers for university graduates, it is predicted by J. K. Bradford, Director of Placement, University of Toronto.

"The military draft has been the big obstacle in the path of young Canadians as far as working in the United States is concerned," he said. "The prospect of having to undergo military service has been the main deterrent to Canadian graduates accepting employment across the border; but there are signs that the situation is changing."

AFL-CIO Council Acts on Organization, Corruption

Problems of organization and measures to deal with corruption in the management of union welfare funds were among the important matters dealt with by the AFL-CIO Executive Council at its regular summer meeting last month.

The Council directed the Department of Organization to go ahead with plans for organizing about 750,000 textile workers in northern and southern states.

Evidence regarding corrupt handling of welfare funds was referred to the international unions whose locals were alleged to be involved. A report dealing with alleged welfare fund corruption in three international unions was referred to the AFL-CIO Ethical Practices Committee; the Committee was asked to make recommendations.

The Council decided to postpone filling the vacancy in its ranks caused by the death of Matthew Woll. President George Meany was to appoint a three-man subcommittee to make recommendations for a replacement.

Other actions taken by the Executive Committee included:—

Approval of the merger of the 300-member Metal Engravers and Marking Device Workers Union with the 800,000-member International Association of Machinists.

Asking the Building Trades Department to call a meeting of the presidents of its 19 affiliates at which Mr. Meany will ask withdrawal of a recent letter which urged delay in mergers of state federations of labour and industrial union councils until jurisdictional questions have been further discussed.

Calling on Congress to give "top priority" to increasing the coverage of the Wage-Hour Act to include workers not now under its provisions.

Approval of the appointment of Vice-president Richard Walsh of the Theatrical Workers as chairman of the AFL-CIO Committee on Occupational Safety and Health, in succession to Dave Beck of the Teamsters, who had asked to be relieved because of pressure of other duties.

AFL Staff and Unions in Canada Now Part of CLC

The Canadian staff of the American Federation of Labour became part of the Canadian Labour Congress on July 1.

Arrangements for the transfer were completed during a June visit to Washington by CLC Executive Vice-president Gordon Cushing and Secretary-Treasurer Donald MacDonald.

The AFL's Canadian staff, eight in number, was headed by Russell Harvey, who now becomes CLC Regional Director of Organization for Ontario.

Also transferred to the CLC were the 57 directly-chartered AFL unions in Canada, whose membership totals 6,000.

Affiliation of the 5,000-member One Big Union with the CLC was also completed last month.

Merger Terms Approved By Saskatoon Councils

Conditions for the merger of Saskatoon's two labour councils were accepted last month.

According to the merger terms, the president of the amalgamated council will be chosen from the CCL, one vice-president from the TLC and one from the CCL, a registrar from the CCL, a recording secretary and a treasurer from the TLC, and five executive members from each group.

The two councils are the Saskatoon Trades and Labour Council (TLC) and the Saskatoon and District Labour Council (CCL).

Use Automation's Gains To Cut Prices, Says TUC

A report on automation in offices recently prepared by the British Trades Union Congress has expressed the view that gains from automation should be used to reduce consumer prices rather than for all-round improvements in working conditions.

The report said that, next to redundancy, the chief concern of trade unions in technical innovation is that of wage rates and earnings. The simplification of work through mechanization is regarded by many employers as a justification for employing less skilled staff and "cutting the rate".

Resistance to this by unions, the report said, could be expected, particularly with the increasing responsibilities for material and equipment and the feeling that workers have the right to share the gains resulting from higher productivity.

For some unions, it was suggested, there might be an additional problem in trying to "spread" the benefits of automation. Efficient highly mechanized firms usually have low labour costs and are able to pay wage rates above the average. Differences in efficiency among firms might limit the degree to which advantage of automation might be taken by unions seeking uniformity and negotiating on an industry-wide or national basis.

Union-company negotiations might provide means of extracting a larger share of the benefits of automation, including a shorter working week, but not necessarily on an industry-wide basis, and this could lead to friction. Similarly, in one department it might be thought desirable for various reasons to keep wage rates "in line" rather than try to "exploit" the profitability of new machines.

This, said the report, is not necessarily an unreasonable approach. It might be that trade unionists would have to see the prices of some commodities and services rise to accommodate their demands for uniform improvements in working conditions. A much superior service to the whole community would be performed, especially in relation to fixed income groups, if the gains from automation could be used to reduce consumer prices.

On the subject of redundancy, the report pointed out that in several sections of industry agreements have been reached providing for compensatory payments to workers technologically displaced. "This," it commented, "is a fair and reasonable charge on increasing efficiency and tides workpeople over the period of looking for

another job, moving to another area or retraining. Technological innovation puts a premium on flexibility and mobility."

The report said that, more than anything else, trade unions demand prior notification and opportunities for discussing reorganization developments. It might not be simple to transfer clerical staff on routine work to computer "programming" and other jobs. "Raising the average level of skill in any single establishment," it added, "may require considerable adjustments in the labour force over a long period and emphasizes again the importance of retraining facilities, especially for the older worker."

The report suggested that the high cost of electronic and other equipment might encourage employers to look into shift work for clerical workers.

After surveying the development of automation in offices in America and in Britain, the report said that it will be many years before even all larger companies in Britain are making extensive use of electronic computers. There is a feeling, it added, that automatic working in offices may have a sharper impact than in industry, but so far it has not caused difficulties beyond the ability of the unions and employers jointly to deal with in a reasonably satisfactory manner.

The ideal for trade unions is that automation should be introduced not too fast and not too slowly, the report went on. Trade unions would be justified in concluding at this stage that the pace of automation on a broad front is not going to be as alarming as is sometimes forecast, notwithstanding the possibility of significant localized developments.

Over a long period, extensive automation, radically altering the size and balance of labour forces, might lead to organizing problems for trade unions, requiring inter-union examination of such matters as demarcation and entrance to trade.

The responsibilities of workplace representatives are likely to increase, stressing the need for adequate liaison and communications between unions and their representatives, and the ample provision of training facilities in modern management and production techniques.

The report concluded that the general situation was confusing and that more investigation was needed. "What stands out plainly so far in connection with automation problems," the report added, "is that they are largely the responsibility of the unions and employers in each industry, to be discussed and negotiated through the appropriate industrial relations machinery."

Civil Service Groups Begin Merger Talks

Preliminary negotiations towards ultimate union of Canada's federal civil servants in one organization, conducted last month between the two largest employee associations, ended in close agreement on most points.

W. J. Bagnato, Executive Secretary of the Civil Service Federation of Canada, said after a meeting last month with the Amalgamated Civil Servants of Canada that the two groups agreed closely on most issues of organizational structure and organization.

The Federation, with about 70,000 members, bands together autonomous government department organizations, while the Amalgamated, with a membership of about 10,000, accepts all groups in one large organization.

Unity discussions have also been held with the 10,000-member Civil Service Association of Ottawa. The Professional Institute of the Public Service of Canada, which represents 3,500 professional, scientific and technical civil servants, has declined to participate, believing that it "can best serve the interests of professional civil servants by remaining an independent organization".

Half Retired Persons Want Return to Work

Half the retired people enjoy retirement while the other half would prefer to be back at work, according to recent studies, Dr. J. D. Griffin, General Director of the Canadian Mental Health Association, told members of the Toronto Rotary Club last month.

Of unskilled labourers, 32 per cent wanted to return to work, he said. But those who had enough money to live on comfortably did not want to. About 67 per cent of the retired professional people wanted to continue their work, regardless of the money involved, Dr. Griffin said.

"Retirement plans are increasingly in conflict with growing old. Persons reaching retirement age grow less and less interested in retiring," he asserted. Age is a relative thing and depends on the individual's point of view.

Older persons have wisdom, experience and "a certain statesmanship" lacking in younger people, and he said that it had been shown that 10 to 20 per cent of retired people of all kinds could do better work than the younger workers kept on.

"As employers gain more experience and confidence in the intelligent use of older employees they are finding a formula in which they can make use of older persons without using an arbitrary fixed retirement age," Dr. Griffin contended.

1949 Asbestos Strike Subject of New Book

The historic strike in the asbestos industry at Asbestos and Thetford Mines, Que., in 1949 is the subject of an extensive study, recently published, by a group of authors under the direction of Pierre Elliot Trudeau, Montreal lawyer and economist (*The Asbestos Strike*, Cité Libre publishers, Montreal, 430 pages, \$3).

Immobilizing 5,000 miners for 120 days, the strike aroused public opinion by the spectacular events to which it gave rise as much as by its repercussions on trade unionism in Quebec province.

In addition to an interesting analysis of events during the dispute, the study, one of the few of a strike ever made in Canada, also offers a reliable survey of the social situation in the province at the time.

Contributors included: Jean Guérin Lajoie, "Financial History of the Asbestos Industry"; Fernand Dumont, "History of Trade Unionism in the Asbestos Industry"; Gilles Beausoleil, "History of the Strike at Asbestos"; Rev. Father Gérard Dion, "The Church and the Asbestos Dispute"; Charles A. Lussier, "The Strike in our Legal Framework"; Gérard Pelletier, "The Strike and the Press"; Maurice Sauv  , "Six Years Later"; and Reginald Boisvert, "The Strike and the Labour Movement".

In addition to an interesting epilogue, Mr. Trudeau contributed a profound analysis of the social situation in Quebec province at the time of the strike.

7-Year No-Strike Pact Signed by N.Y. Union

A seven-year no-strike contract has been signed in the United States by four locals of the International Brotherhood of Teamsters and the Coca-Cola Bottling Company of New York. It covers 1,500 drivers and plant employees in the New York area.

The agreement provides for arbitration of all disputes, including those over wage increases at annual re-opening periods.

The contract, signed last month, is retroactive to June 1.

Ont. Accident Prevention Meeting Attracts 4,000

Nearly 4,000 men and women from all parts of Ontario, and from outside the province, attended the annual safety conference of the Industrial Accident Prevention Associations this year.

At present more than 700 employees and officers of member companies are actively engaged in the Associations' accident prevention groups, R. S. Bridge, the retiring President, told the conference. These groups, he said, have promoted a total of 259 meetings which have been attended by 22,566 persons in all.

During the first six months of 1955, Mr. Bridge said, the number of accidents reported was considerably below that for the first half of 1954. But after that, with the constantly increasing pace of industry in the province and the long hot spell, the number of accidents increased compared with the year before, and by the end of the year compensation cases reported had risen in number by 5 per cent.

Notwithstanding this increase, the President said, the total for 1955 was still below that of 1947, when a much smaller number of workers were employed.

The total number of permanent disabilities and of fatal injuries in 1955 was below that of 1954, Mr. Bridge said.

E. E. Sparrow

Statistics are not a sound gauge of the work of accident prevention, E. E. Sparrow, Chairman of the Workmen's Compensation Board, told the conference. The reason for that was that the Board's job was to count the accidents that had not been prevented. He admitted, however, that 1955 data showed retrogression from 1954.

Statistical data concerning permanent disability awards and fatalities, on the other hand, he said, were more encouraging. In 1920, with 31,842 compensable cases allowed, 2,715 were awarded permanent disability pensions, a percentage of 8·53.

In 1955, with 61,484 compensable injuries allowed, the permanent disability awards had come down to 1,922, or 3·13 per cent, Mr. Sparrow said. He added that he believed this was the lowest comparable percentage anywhere in North America.

Fatalities allowed were 276 in 1954 and 278 in 1955. Allowing for the increase in the number of workers, he said, this might be considered to represent a slight improvement.

R. G. D. Anderson

From all their members, 23,483 compensation cases were reported in 1955, an increase of 5·8 per cent over the previous year and a reflection of the high level of employment that prevailed in 1955, R. G. D. Anderson, IAPA General Manager, told the meeting. This total, he said, was well below that for 1947, when there were at least 75,000 fewer people in their plants.

The increase in the number of accidents in the last six months of 1955, he said, might have well been due to the long spell of hot weather in the summer and fall months.

"When consideration is given to the actual reduction in the number of fatalities and the very small increase in the frequency rate in spite of the high level of employment, it is fair to say that continued progress was made in industrial accident prevention in Ontario in 1955," Mr. Anderson asserted, adding that "the improvement over the long term is even more apparent and encouraging."

T. A. Rice

For some years past the Canadian Manufacturers' Association has been asking the federal Government to remove the sales tax on a long list of equipment and materials used in promoting the safety and health of workmen engaged in manufacturing, T. A. Rice, CMA President, said, and it had been good news to learn that in the recent budget the 10 per cent tax had been taken off a number of articles of this kind.

"A good safety record is hard to achieve," he remarked. "It only comes if it has the active support of management, supervisors and employees. In other words, everyone from the president to the office boy—from the plant superintendent to the most recent apprentice recruit—must take part in the safety program."

Election of Officers

New officers elected were: President, D. F. Hassel, Dominion Foundries and Steel Ltd., Hamilton; First Vice-president, Murray Smith, Canadian Industries Ltd., Agricultural Division, Chatham; Second Vice-president, L. E. Barchard, Canadian Oil Companies Ltd., Toronto; and Honorary Treasurer, N. E. Russell, Aluminum Goods Ltd., Toronto.

Plan Now for Building Next Winter—CCA Chief

"Although mid-summer is technically just around the corner, now is the time to make plans for increasing the volume of construction next winter," A. Turner Bone,

President of the Canadian Construction Association, told members of the Lakehead Builders' Exchange last month.

A reduction of 20 per cent in the number of seasonally unemployed construction workers had been brought about, and much of this reduction was due to the publicity campaign which had aimed to overcome the antiquated prejudice against wintertime building, Mr. Bone said.

However, about a fifth of our construction labour force would be out of work part of the time next winter unless more attention was given to the timing of projects by owners and designers so as to spread out the construction program more evenly throughout the year; and this unemployment, he said, was an economic waste that the country could not afford. "Modern techniques," he affirmed, "permit most types of project to be built economically in the winter months."

Owners of larger buildings, as well as homeowners, would benefit by the better supplies of men and materials by having repair and renovation work done during the winter, Mr. Bone said.

If work were timed so that a building could be "closed in" before the severe weather began, the only extra cost, he said, was for heating and for material to cover openings, and this might well be offset by savings in other directions.

He said that one result of the steel shortage would be that many projects would be deferred, and this would tend to increase employment next winter. "Cement will also be in better supply towards the end of the year and it is a fact that concrete poured in cool temperatures is superior to that poured during hot weather," he added.

The CCA President cited the example of the Scandinavian countries, which "are climatically similar to our own and have achieved virtually year-round construction operations".

Long AFL Vice-President, Matthew Woll Dies

Matthew Woll, Vice-president of the AFL-CIO and of the International Photo-Engravers' Union, President of the AFL-CIO's Union Label and Service Trades Department, and holder of many distinctions earned during 60 years as a union member, died in New York on June 1 after a two-months' illness.

Chairman of the AFL International Relations Committee, after the AFL-CIO merger he became a co-chairman of the

AFL-CIO International Affairs Committee. He was also Chairman of the AFL-CIO Free Trade Union Committee.

Mr. Woll was born in Luxembourg in 1880 and at the age of eleven came to the United States with his parents, who settled in Chicago. Five years later he became an apprentice photo-engraver, and ten years after that, at the age of 26, he became President of the Photo-Engravers' Union.

He continued to serve as president of the union until 1929, when he stepped down from that office to become President of the Union Labor Life Insurance Co., a post he held until he died. On ceasing to be president of the union he became its first vice-president, also retaining that office until his death.

He was first elected as one of the vice-presidents of the American Federation of Labor in 1919, and he continued to be re-elected each year until the AFL-CIO merger convention in December 1955. At that session he became one of the vice-presidents of the new united labour body.

Throughout his career he retained the editorship of *The American Photo Engraver*.

Mr. Woll at different times held various posts in the labour movement and was a recognized spokesman for organized labour in government circles. He was a member of President Harding's Unemployment Conference, and in the Second World War was a member of the National War Labor Board. In 1945 he served on President Truman's Labor-Management Conference.

Mine-Mill Union Certified At 4 Ontario Gold Mines

Certification as bargaining agent for the employees at four gold mines in the Red Lake district of Ontario was recently granted to the International Union of Mine, Mill and Smelter Workers.

The four mines are: Madsen Red Lake Gold Mines, New Dickenson Mines, Starratt-Olsen Mines, and Mackenzie Red Lake Gold Mines.

At the first of these, certification was granted without a vote. At the other three mines, voting, according to a union statement, was fairly close. The vote at New Dickenson was: for the union, 95; against, 80; at Starratt-Olsen, 33 for and 23 against; and at Mackenzie Red Lake Gold Mines, 45 for and 39 against.

A vote has also been ordered in the neighbouring Pickle Crow Lake district, where the union has applied for certification.

Proceedings of Parliament of Labour Interest

Industrial Relations

May 29

Voluntary Revocable Check-off—Second reading of bill to amend the Industrial Relations and Disputes Act to provide for the voluntary check-off. Debate adjourned.

June 15

Annual Holidays With Pay—Bill to provide for annual holidays with pay for employees debated.

The Minister of Labour stated he was not prepared to support the bill at this time for the following reasons:

Because of the influence which does attach to federal legislation extending across the country, if we accept two weeks as the proper minimum standard, our action may be regarded as pressure on some provinces to provide the same standard whether or not this is a standard which, in the light of their own experience and circumstances, is warranted. The Leader of the Opposition indicated this afternoon that when the Industrial Relations and Disputes Investigation Act was passed by Parliament it was immediately copied or followed in the province of Ontario.

If, on the other hand, we were to decide that one week after one year of employment is the proper minimum standard, this might be regarded as placing a brake on an upward revision in provinces which may consider it expedient to provide for some increase over one week. We have been influenced in our own thinking up to this point by the fact that without legislation in the federal field, more favourable vacation with pay plans are being adopted year by year, by the fact that the trend towards annual paid vacations has developed in the United States without either state or federal legislation, and by the experience in the United Kingdom, where legislation providing for paid vacations is confined to certain industries subject to the Wage Councils Act, which are, generally speaking, the industries in which the workers are to a large extent unorganized and which have no counterpart in our federal field.

Tobacco Workers

May 29

In view of representations received from the flue-cured tobacco marketing association, the Minister of Labour informed the House that he had notified the secretary of that association that should the necessity arise for bringing in more primers and tyers than could be provided in Canada, an attempt would be made to fill the need from the United States.

Health Insurance

June 13

Three provinces—Alberta, Saskatchewan and British Columbia—have accepted in principle the Government's hospital insurance program proposal, the Minister of

National Health and Welfare said, replying to an inquiry by Elmore Philpott (Vancouver South). The proposal, added the Minister, requires acceptance by six provinces, representing a majority of the people in the country.

Labour Conditions

June 8

Roland Michener (St. Paul's) asked if any plans were being developed by the Government to deal with the threatened unemployment due to layoffs in the farm implement and automotive industries.

The Minister of Labour replied that no specific plans were being worked out. While it was unfortunate, he said, that skilled workers in that field may need to take other employment for the time being, he was sure other employment would be available for most of them. "In the period since the middle of April down to about two or three weeks ago, the number going off our application lists for employment across Canada has been almost a quarter of a million workers."

Housing

June 13

The Government does not contemplate any direct steps to increase the flow of mortgage funds for housing purposes, the Minister of Public Works said in reply to an inquiry by Donald M. Fleming (Eglinton) concerning alleged scarcity of mortgage funds in metropolitan areas.

Professional and Technical Manpower

June 14

A statement on the steps being taken by the Government with regard to professional manpower, skilled workers and non-professional technicians was made by the Minister of Labour during consideration of his Department's estimates.

Unemployment Insurance

June 20

Replying to questions by members concerning the extension of unemployment insurance coverage to Canadians working on United States bases, the Minister stated that arrangements have now been concluded with the United States Government for the insuring of all Canadian civilian personnel employed in Canada by the United States armed forces, commencing July 1, 1956.

Under the agreement, "Canadian employees" includes all residents of Canada whether or not they are Canadian citizens, provided they are not insured under any unemployment insurance law of the United States in respect of the same employment.

Professional and Technical Manpower

Minister of Labour, introducing his estimates in Commons, delivers a statement on activities concerning professional and technical manpower

When introducing the Department's estimates in the House of Commons on June 15, the Hon. Milton F. Gregg, Minister of Labour, made a statement on professional and technical manpower. He spoke first about the steps taken with regard to professional manpower and then with respect to other types of skilled workers and technicians who are non-professionals.

The text of the Minister's statement follows:—

Although the training of manpower is essentially an educational matter and hence is the responsibility of provincial governments, the federal Government is actively concerned with our resources of skilled manpower because they are vital to Canada's whole future economic development, and also because there is a need for national studies and analyses which are of value to the whole country.

Among the Department of Labour's activities directly related to professional manpower in Canada are: one, the provision of some financial aid to those at universities; two, continuing assistance to professional workers in finding employment and to employers in securing professional workers; three, the provision of information about careers in many professional fields; and, four, regular studies of requirements for and supplies of professional workers, and the accumulation of a wide range of detailed information about professional manpower resources in Canada.

First of all, financial aid: Financial assistance to university students has taken two forms. The Canadian Vocational Training Agreements with the provinces provide for sharing with the provinces on a fifty-fifty basis expenditures on bursaries to worthy and needy students at universities.

The second type of financial assistance to people studying at universities takes the form of grants made for specific research purposes. For several years, my department has been stimulating research in the universities on important labour problems by making financial grants to senior graduate students and staff members.

Second, placement of professional workers: The Executive and Professional Division of the National Employment Service has the day-to-day responsibility of helping professional workers find suitable jobs and of

assisting employers to secure the kind of people required for professional work. In addition to bringing together workers and employers in the same locality, these activities include scouring the country for certain types of professional people in scarce supply and, in some cases, recruiting such workers overseas. The National Employment Service also makes special efforts each year to help university graduates find continuing employment and to help undergraduate students secure jobs during the summer months.

Third, guidance information: The Department of Labour provides information to help youth make a wise career choice, and which also assists guidance and counselling people. This information includes both monographs and filmstrips on many professional and other occupations.

Fourth, requirements for professional manpower: Every two years, the Economics and Research Branch, in co-operation with the Executive and Professional Division of the National Employment Service, surveys the major employers of professional people to find out their requirements for such workers during the next three years, and to obtain other information about the demand for these workers. The 1956 survey, which has been enlarged to cover provincial and federal government agencies and universities, is at present under way.

A longer run forecast of requirements has to be based on a general assessment of the growth of the Canadian economy. Such an assessment is now being made by the Royal Commission on Canada's Economic Prospects and, as was mentioned by the Prime Minister the other day, the Department of Labour is preparing for this commission a study of Canada's resources of professional and skilled manpower and the long-run outlook for them.

In connection with the study of professional manpower, one of the most important activities of the department is that of maintaining in a systematic way detailed information on such items as education, experience and occupations, of the majority of Canada's engineers and scientists. Similar information is being maintained on doctors and other key health personnel by the Department of National Health and Welfare.

These data are the only comprehensive sources in Canada of information on the characteristics of our manpower resources in natural science, engineering and health personnel. It should be pointed out that this information is obtained on a voluntary basis. Not everyone replies to the inquiries made, although a high proportion does so. Under conditions of emergency, such information would be highly valuable and could be extended as needed very quickly.

I should mention that there exists also information about the number of people being trained each year in various professional fields. The Dominion Bureau of Statistics publishes data on university enrolments and graduations each year by professional field, while the Department of Citizenship and Immigration provides figures on the immigration of professional workers. There also is information on the number of professional workers emigrating to the United States, and this is by far the largest part of all emigration from Canada.

I have referred to various sources of information about our professional manpower resources. We are regularly using this information as a basis for analyses and studies. Most of this material is published in a quarterly technical personnel bulletin prepared in the Economics and Research Branch. Over recent years this bulletin has contained special studies of the important engineering groups, physicists and mathematicians, geologists, and of the employment experience of several of the recent science and engineering graduating classes.

The Department of Labour recently convened an advisory committee on professional manpower to serve as a medium for the exchange of ideas and opinions about scientific and other professional manpower in Canada, and to act as a consultative body to assist the Department in its work in this field. Representatives on the committee came from a number of professional associations, and from government departments and agencies interested in professional manpower problems.

I do not want to leave the impression with you that we know all the answers about professional manpower. Some of my earlier remarks have indicated we do not. What we are trying to do is to use our resources in the Department in ways that will pay the greatest dividends towards increasing our knowledge about Canada's resources or professional manpower. There are many problems which should be examined, and this is being done.

I have here a number of tables and charts, not very long, which give statistics.

They are as follows: Table No. 1 shows immigration to Canada in professional occupations during recent years. Table No. 2 shows the new supplies of professional persons from that immigration and from graduations over the past four years. Table No. 3 gives the same for engineers. Chart No. 1 is on the new supply of professional personnel from 1946 to 1953. Chart No. 2 is on the growth in selected professional occupations from 1931 to 1951. Finally, Chart No. 3 gives a comparison of the degree of shortage and graduations of engineers from 1947 to 1955.

(The tables and charts were printed in *Hansard* for June 15, 1956, as follows: Tables 1, 2 and 3 on page 5067; Chart 1 on page 5068; Chart 2, page 5069; and Chart 3, page 5070.)

What I have been talking about so far has been related in the main to Canada's professional manpower. I would now like to make some comment about a broad study of Canada's requirements for non-professional skilled tradesmen and technicians in relation to future supplies. Apart from the importance of professional workers, adequate supplies of skilled and technical manpower are fundamental to the healthy development of a dynamic and progressive economy such as ours.

The productivity of industry and our competitive position in world trade depend very heavily on the skills of our labour force and on their adaptability in the light of changing technological requirements. In addition, over the next decade, many more young Canadians will be coming forward for training than has been the case over the past decade, owing to the rapidly rising birth rates of the early forties. It is also possible that Canada will not be as successful in securing skilled immigrant workers over the next few years as we have been in recent years.

All these reasons strongly suggest that increasing emphasis should be placed on the training of skilled tradesmen and technicians if our resources of skilled manpower are to meet the technological challenge of today's world. A program of research had been developed to throw light on these problems with a view to providing reliable information to assist management, labour, government agencies and educational authorities in reviewing and assessing the policies and actions which might best be taken in this important field.

Present and future skilled manpower training needs have been under consideration at recent meetings of the National Vocational Training Advisory Council. At

its last meeting, the Council requested that a study of this kind be undertaken as soon as possible by the federal Department of Labour in co-operation with the appropriate provincial departments and other interested agencies. This request was subsequently endorsed very strongly by the National Apprenticeship Advisory Committee.

This research program will, of course, be centred on vocational and technical training as distinct from general education. It is recognized, however, that technical training must be built on the basis of a sound general education.

This research program might be described in terms of a three-pronged attack on the problem of vocational and technical training. The first part of the program is a project designed to evaluate industrial requirements for skilled and technical workers as they are being affected by the rapidly changing technology of industry in several important industrial groups.

As we are all aware, the pace of technological development is being stepped up very rapidly in this country and other industrial nations and, for this reason, its effect on training requirements for skilled and technical workers will become of increasing importance. Through interviews with key personnel in selected industrial plants, associations and unions and in other ways, an examination will be made of the relationship between technological change and requirements for skilled workers. Highly competent engineers on the staff of two of our leading universities are assisting in this part of the research program.

The second phase of the program is designed to secure information on typical

ways in which skilled workers acquire their competence. This is important in assessing the adequacy of present methods of acquiring skills. In this phase of the work, experienced social scientists from university staffs are assisting in interviewing electronic technicians, tool and die makers and other selected occupational groups.

The third phase of the research program is designed to evaluate our existing resources for training skilled workers and technicians in public institutions, in private trade schools, and in industry. This will involve a review of physical facilities, staff resources, enrolments and graduations, the content of typical vocational courses and plans for future expansion.

When put together with the information from the other two projects, it will help in making an assessment of the adequacy of our training facilities in the light of future requirements and future technological developments.

This part of the project is being undertaken in co-operation with the appropriate provincial departments involved, with industries, unions and other groups having responsibilities for the training of skilled workers.

I am sure that hon. members will appreciate that this sort of study cannot be completed quickly. We hope, however, as the facts come in, that we shall be able to put together a picture of our resources for vocational training in Canada and a picture of the probable requirements for skilled and technical workers. This will enable governments, industries and other groups having responsibilities in the training field to evaluate their training programs in the light of changing conditions.

White-Collar Workers' Gains Do Not Match Production Workers'

White-collar workers have not achieved economic gains in the past 15 years comparable with those obtained by production workers, the AFL-CIO Economic Policy Committee asserts in the June issue of its *Economic Trends and Outlook*.

One reason for this, the Committee says, is the relative lack of unionism among white-collar workers.

While admitting that white-collar workers have an advantage in terms of steady employment, the AFL-CIO economists point out that manual workers' job security has risen considerably through seniority and discharge provisions, and through welfare

benefits and the adoption of supplemental unemployment benefit and severance pay plans that have cut down income loss during unemployment.

From 1939 to 1954, the average income of male clerical workers rose 163 per cent, the bulletin says, while that of male non-clerical skilled workers rose 224 per cent and that of operatives or semi-skilled workers, 233 per cent.

Certain fringe benefits, too, are now more common among plant than among office employees, the bulletin asserts, citing sickness and accident, and hospital and surgical benefits.

"Women Go to Work at Any Age"

...is subject of panel discussion sponsored by the three Soroptimist Clubs in the Toronto metropolitan area. Texts of speeches given here

The three Soroptimist Clubs in the Toronto, metropolitan area on May 8 sponsored a panel discussion on "Women Go to Work at Any Age". Miss Marion Royce, Director of the Women's Bureau, Department of Labour, was moderator.

Members of the panel, and the subjects on which they spoke, were: Mrs. A. C. Kenny, Personnel Director for Canada, Mutual Benefit Health and Accident Association, "Employing the Older Woman"; Miss Margaret McIrvine, Co-ordinator of

Women's Employment, Ontario Region, Unemployment Insurance Commission, "Employment Counselling for the Older Woman Worker"; Margery R. King, Ph.D., Director, Toronto Branch, Canadian Mental Health Association, "Orientation to New Learning and New Employment at an Older Age"; and Miss Helen B. Monkhouse, medical-social worker at Sunnybrook DVA Hospital, "Retirement and Its Alternatives".

Texts of addresses follow:—

Introduction by the Moderator

Marion V. Royce, Director, Women's Bureau, Department of Labour

Women go to work at any age. This is a new pattern of living, one aspect of our response to industrialization. At the present time more than one-fifth of the working women of Canada are 45 years of age or over, and the proportionate increases in the women's labour force are highest in the upper age ranges, especially in the group from 45 to 54. The chic young grandmother who takes the tram or the subway to a job away from home has replaced the elderly lace-capped lady of 50 years ago in her wide-skirted frock of black alpaca.

Not that the little grandmother of the past lived an idle life nor yet an unsociable one. But many of the tasks that filled her day and drew her neighbours into pleasant "bees" of work and talk are now done commercially outside the home, and gadgets of all kinds also have lessened the labour of keeping a household. Modern medicine, too, has contributed to this new way of life; longer life expectancy gives the middle-aged woman of today a sense of many active years ahead. These, for many women, may include years of widowhood, for by now it is a well established fact that women tend to live longer than men. It is lonely at home when the children "have fled the nest"; the cost of living is high; so a paid job, if one is to be found, seems to be the answer.

Most women in this situation have not worked outside their homes for many years. Some have never held a paid job, and the difficulties of adjusting to new demands and to a different rhythm are formidable. Under the circumstances, women need job counselling and perhaps even some kind

of training or retraining. Equally lacking in confidence is the woman who after many years of uninterrupted employment suddenly finds herself having to look for a new job. She, too, needs moral support and often some training to enable her to resume work in different surroundings.

Everywhere, to whichever of the three groups a woman of mature years may belong, she encounters the handicap of a vaguely defined but very real prejudice against the older worker in search of a job. It is a prejudice not exclusively directed to women. Men feel it also, but for some jobs a woman is "old" at 35 while for men the point of prejudice more usually begins at 45.

We are faced by a combination of circumstances, paradoxical and frustrating in the extreme. Women are living longer, and increasing numbers in their mature years want or need gainful work. Many are employed and filling their jobs to the full satisfaction of their employers. Actually 19.4 per cent of all the women in Canada who are from 45 to 64 years of age are working for pay and 4.1 per cent of those who are 65 or over. At the same time we are told that the economy is in need of more workers, yet prejudice and fear still stand as barriers to the employment of older women. The resulting problem has become an urgent one in our society, one that, if it is to be solved, requires wisdom, imagination and intelligent action. We are indebted to the women's service clubs of Toronto for this opportunity to think about various phases of the subject.

**PER CENT DISTRIBUTION, INDIVIDUAL OCCUPATIONS IN WHICH 10,000 OR MORE
WOMEN ARE EMPLOYED, BY AGE GROUP, CANADA (1), 1951**

	Total	14-19 years	20-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65 years and over
Stenographers and typists.....	100-0	17-3	31-4	27-9	13-3	7-2	2-6	0-3
Office clerks.....	100-0	20-6	27-4	24-5	14-3	8-8	3-8	0-6
Sales clerks.....	100-0	21-0	19-9	24-0	19-1	10-5	4-5	1-0
Hotel, cafe and private household workers.....	100-0	23-6	17-2	16-2	14-4	13-3	10-3	5-1
Teachers—school.....	100-0	7-8	23-3	22-1	22-0	16-2	7-2	1-4
Bookkeepers and cashiers.....	100-0	15-0	27-5	28-5	15-8	8-9	3-5	0-8
Sewers and sewing machine operators.....	100-0	20-0	21-3	22-9	17-9	12-0	4-8	1-1
Waitresses.....	100-0	25-9	23-4	26-4	14-9	6-4	2-5	0-5
Graduate nurses.....	100-0	*	22-0	32-9	22-0	13-8	7-1	2-2
Telephone operators.....	100-0	26-4	29-1	19-1	12-5	9-6	2-8	0-5
Housekeepers.....	100-0	10-7	11-1	16-3	18-0	18-0	16-7	9-2
Nurses—practical.....	100-0	15-0	20-0	19-2	15-6	14-0	11-2	5-0
Proprietors and managers—retail trade.....	100-0	0-3	3-4	17-8	30-3	25-5	16-0	6-7
Laundresses, cleaners, dyers.....	100-0	17-6	17-7	22-2	20-8	13-4	6-5	1-8
Packers and wrappers.....	100-0	29-0	22-0	21-7	15-2	8-2	3-2	0-7
Cooks.....	100-0	6-4	9-5	19-3	25-6	21-9	13-5	3-8
Nurses in training.....	100-0	33-0	59-3	6-6	1-1	*	—	—
Dressmakers and seamstresses not in factory....	100-0	4-8	8-6	17-2	21-4	20-6	17-2	10-2
Hairdressers and manicurists.....	100-0	9-5	18-3	33-1	25-1	10-4	3-0	0-6
Charworkers and cleaners.....	100-0	3-5	3-8	11-5	22-0	29-1	21-5	8-6

* Less than 0-1 per cent.

(1) Excluding Yukon and Northwest Territories.

NOTE: For each occupation, age group showing proportion of women employed is indicated in bold face type.

SOURCE: Table 11, Volume IV Labour Force—Occupations and Industries, Census of Canada 1951.

Employing the Older Woman

by Mrs. A. C. Kenny*

In the field of insurance we are very conscious of the needs of man because that is our business. We know that every member of the human race, regardless of age, must be provided with food, clothing and shelter in order to survive.

Women live longer than men. This used to be attributed to the different working and living conditions. Today, however, women live much as men do; they work alongside men and are exposed to the same

conditions in every respect. With more older people alive today than at any other time since the beginning of man, everyone has reason to take a careful look at this new situation.

Dr. Lawrence E. Ranta, Medical Director of the Vancouver General Hospital, recently said:

There is no proof that persons over 65 present communities with bad work experiences because of health, but there could be a burden laid upon the shoulders of the younger work force, if we don't find ways of enabling the older worker to share the production load. We could bring to bear on their problems the same human genius, the same dogged perseverance, the same patience and devotion, the same fine sense of adventure and discovery that gave the world a vaccine for polio. We could probably do this without spending a single extra dollar and in the long run we would save thousands of dollars.

*Mrs. Kenny is Personnel Director for Canada of the Mutual Benefit Health and Accident Association. She holds memberships in two personnel associations in Toronto, she chairs committees for both Red Feather and the Poppy Fund, and she takes an active part in politics, being a member of the executive of the Spadina Women's Progressive Conservative Club. Mrs. Kenny has been particularly interested in the employment problems of older workers, and is a member of the committee on training and re-training opportunities for older people sponsored by the Toronto Welfare Council.

The Second World War made necessary the hiring of mature women to replace the men in the services. These older women knew how heavily Canada's very survival depended on their performance—on the quality and regularity of their work both in the home and in the labour force—and they came through with flying colours.

Today thousands of senior women have had to seek paid employment. Hundreds of them have been out of the labour force for perhaps ten, fifteen or twenty years or longer. The skills they learned long ago must be brought up to date in order for them to compete in today's labour market.

Women are in largest proportion among the clerical workers in Canada, and we at Mutual Benefit Health and Accident Association are steadily increasing the number of older women employees in this field. Our experience with the middle-aged and older woman has demonstrated that they can learn new work skills. They are not recommended for our permanent staff until they have been with us for three months. With the individual counselling and training at their disposal in our

company, we find that most of them fit in with our requirements and do their jobs well. The specific occupations for which they have been engaged are stenographers, file clerks, switchboard operators, account clerks, clerk-typists, IBM trainees, claim clerks and underwriters. Their occupational progress is proving to be very good; several have received promotions.

Work opportunities for the older woman are a problem in every large city and town. The more sponsors who are willing to set up training programs that best serve the interests of employers, the easier it will become for the senior job-seekers in our community. I should suggest that mature women who are seeking work should themselves do everything in their power to increase their labour skills.

I am a member of a committee who are investigating plans for training and retraining older people who need employment. Our aim is eventually to establish a training school for senior citizens only, because we believe that useful activity is the wonder drug for the older citizen.

Employment Counselling for the Older Woman Worker

by Miss Margaret McIrvine*

For those who are not familiar with the work of the National Employment Service, it may be of interest to learn that the first counselling unit in the world to be set up by a state employment agency which recognized the problems of older applicants seeking employment was that set up in the Toronto Office of the National Employment Service in 1947 on an experimental basis.

B. G. Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission, recognized that many older persons need special assistance if they are to obtain suitable employment. Dr. W. G. Scott, psychologist, was placed in charge of the development of the project and so successful was the experiment that after a

two-year trial period the program was adopted by the Unemployment Insurance Commission and extended to all of its offices in Canada, using the facilities of the Special Placements Divisions.

This panel is concerned especially with the problems of older women who seek remunerative employment outside their homes. In thinking about employment counselling it should be kept in mind that the counselling process is the same for any type of job applicant, i.e. youth, handicapped, older age, or any other category of worker needing assistance in finding a job, except that older persons possibly need more consideration and must be allowed time to tell their stories in an unhurried atmosphere.

Perhaps it is in order to define what is meant by the term employment counselling. One definition is that "employment counselling is the process of assisting the person counselled to relate his or her training and experience, interests and abilities to job requirements and occupational trends, and to form a suitable vocational plan". The process ends when the person counselled has selected a suitable vocational goal and has formed a plan that will permit her to reach it.

*Miss McIrvine started her working career in Brantford, Ont., first as a teacher at the Brantford Business College, then as Executive Secretary of the Brantford Collegiate Institute and Vocational School. In 1942 she was appointed Supervisor of the Women's Employment Division in the Brantford office of the Unemployment Insurance Commission. Four years later she became Co-ordinator of Women's Employment for the Ontario Region of the Commission. In this position she acts in advisory capacity with respect to all matters relating to women's employment in the 64 National Employment Offices in this region.

It is important to recognize that the person counselled makes the decisions rather than the counsellor, and also that there is a distinction between employment counselling and job placement. Job placement should be the end result of successful employment counselling but it is a separate function.

Let us think for a few moments about some of the attributes of a good employment counsellor. What is her attitude to the older woman needing help to obtain employment? What are some of the skills she requires to do an effective job of counselling?

First and foremost the counsellor must regard the mature woman, like other persons seeking employment, as a potentially competent worker if placed in suitable employment. In addition she must treat each applicant as an individual without sentiment or condescension.

In order to be effective the counsellor must have a good knowledge of occupations and related types of work, of the supply of and the demand for workers in a wide field of occupations, the prevailing rates of pay, hours of work and conditions of employment. During the counselling interview the counsellor discusses types of jobs but never a specific job. Information about specific jobs is supplied by a placement officer, who may or may not be a counsellor. Such information is provided after the person counselled has reached a decision about what she wants to do.

During the counselling interview the counsellor helps the applicant to develop a realistic attitude about wages, type of company, type of building and area in which the desired kind of employment is to be found. In addition she may have to give advice tactfully about such intimate matters as grooming, suitable dress and the need for dental work, etc.

And who are the women in need of counselling? Generally they fall into three main categories.

The first group is made up of women who have been employed in business, industry or one of the professions and who are required to seek new employment at middle age or later. In many cases age alone is a barrier to employment because of the arbitrary age limits for new employees which prevail in many firms today, under 35, 40, etc. Another factor is the policy in vogue in many businesses of hiring young workers at junior levels, training them and then promoting them up through the ranks. This is a good policy but it makes difficult the entry of mature women at relatively senior levels.

Women who at middle age or later wish to re-enter the paid labour force after a period as housewives make up the second major group in need of counselling. These women usually think first of the occupation in which they engaged prior to marriage, although they may have lost their skills or their skills may be outmoded. In many of these cases there is a special need for counselling in order to have them appraise the skills they have learned as housewives which may be in demand.

Very closely related to this group, and fortunately comparatively small in number, are those women who have never been employed outside their homes. They have perhaps the greatest need of assistance in finding suitable employment, as frequently they are untrained for business or industry as well as being inexperienced.

The third group needing counselling are those job applicants who, it appears, would benefit from training or re-training. Such a woman requires information about the courses and the facilities available in the field of employment in which she is interested.

With respect to community resources to meet counselling, training and placement needs, the following is the first paragraph from a bulletin entitled "Training Mature Women for Employment" issued by the United States Women's Bureau:

A wealth of resources that can be used to meet the special counselling, training and placement needs of mature women job seekers exists in almost every Community. Most of these resources are found among established community organizations—the public schools, state employment services, the public welfare authorities, employers, and many other local groups. New facilities—on a large scale—are frequently unnecessary; what is always necessary, however, is new thinking and willingness to adapt existing facilities to meet newly recognized needs.

The final sentence in that paragraph is significant. Usually the training facilities of a community are adapted to meet the needs of youth, and an older woman may suffer some embarrassment if she is required to take a course in which the other students are 20 to 30 years younger than she is. Neither in Toronto nor elsewhere in Ontario are there courses specially adapted to meet the needs of older women. The facilities are the same for all age groups.

In some courses, such as the Nursing Assistant Program of the Ontario Department of Health, applicants from 17 to 45 years of age are acceptable, so there is a considerable spread in the age range of the students taking the course.

The Toronto Visiting Homemakers' Association has no rigid age restrictions in so far as trainees are concerned, but the recruitment of younger women is encouraged because of the heavy demands

of work. In this instance younger women are those approximately 35 to 40 years of age. Many of the most successful Visiting Housekeepers, however, are women over 50 years of age and even 60 years of age.

Orientation to New Learning and New Employment at an Older Age

by Margery R. King, Ph.D.*

The area which has been assigned to me this evening covers the "psychological aspects of training for and entering into employment at a later age". I have interpreted this to indicate a concern with the way older women, and older men too for that matter, will handle the new situation and the new learnings necessitated by a change of occupation as they grow older.

Our culture is very mixed in its attitudes to older people and their capacity to learn. We say, on the one hand, "you're never too old to learn" and on the other, "you can't teach an old dog new tricks". Alternatively, we may say that life begins at forty and that one is past one's prime at forty. It seems that in our every day language we can find support for almost any point of view that we want to advance. This is very comforting but also very confusing.

Nor has science been of much assistance in clarifying this confusion. For many years psychological tests of intelligence have implied that people are at their greatest peak of ability to learn in their late teens or early twenties. However, it is now fairly clear that it is our capacity to test learning potential after the late teens that is at fault and that in reality people remain capable of new learning and intellectual effort at an undiminished level until actual physical deterioration may occur in the seventies or beyond.

Why then is it that the average person assumes that as we grow older we can't learn in spite of all the evidences we see around us of people who have acquired new skills and competencies far beyond middle age? In order to understand this we need to look at some of the characteristics of a learning situation.

For any situation to be a learning situation implies that there is something unknown about it; we learn nothing if everything is completely familiar. But we know that anything that is unknown carries with it a certain amount of fear. In a completely unknown situation we are very much afraid. This is natural and to be expected. Unfortunately most of us don't anticipate this very normal but rather uncomfortable response and so we avoid new situations. This then is one of the very reasons why older people so often avoid new employment.

Perhaps if we look at the way an individual develops we shall be able to understand how this occurs. When a child is born, everything is unknown to him; every experience involves a new situation. We try to make our children secure so that the fear element in the newness of the world around them will not be overwhelming. One of our great excitements as parents is at the point where we can say, "I think he recognizes me". All through childhood children are faced with the unknown. For most, this is a new and exciting experience. Growing up is an adventure. For some, there is not a secure known base from which they can venture forth to explore the great unknown; they cannot overcome their fear of what is new and strange, and so learning is impeded if not completely inhibited.

As we grow older, more and more is known and we are called on less and less frequently to meet and overcome the uncertainty that comes with the new—and we lose the habit. In our twenties we usually settle into our "life work"! For some, this may continue to involve them in new situations daily, and if so they are lucky. For others it may be the "same old thing" day after day. The latter is more comfortable; it doesn't introduce the anxiety, the element of fear, which is really what we call excitement, but it is also more devastating in that we lose the habit of overcoming this anxiety and eventually settle into a rut where the greatest unknown that we have to face is whether to wear the pink or the blue hat on Sunday.

*Dr. King, a graduate of the Universities of Western Ontario and of Toronto, is Director of the Toronto Branch of the Canadian Mental Health Association. Much of Dr. King's work has been in the field of Child Study, but, in addition to the research she has done in the social adjustment of school children, including a period spent in Thailand as consultant for UNESCO with the International Institute of Child Study, she has done a considerable amount of work with veterans at Sunnybrook DVA Hospital. Also, immediately following the Second World War she was associated with the Veterans' Counselling Service at the University of Toronto.

I have overdrawn my picture a little—but only a little—because I think that it is this inability to face the unknown and to overcome the anxiety that goes with it that makes so many difficulties for older people seeking new employment; and because excessive fear always interferes with effective functioning, this, I think, is the reason so many employers are disappointed with the results they obtain if they employ an older person. The older person—shall we say, the older woman—is quite capable of learning but, because she lacks practice in dealing with unknown situations, she may take longer to learn and may be quite insecure during the learning process.

This paints a rather black picture, but fortunately it is one where it is fairly easy for each and all of us to find solutions for ourselves. I shouldn't want to suddenly find myself at outs with all employers by having them think that I am immediately suggesting that everyone should find a new job. But I do want to suggest that it is very good insurance against a future which may hold many unknowns if we continually challenge ourselves with new, and consequently learning, experiences. Make opportunities for doing things that are different and you'll be surprised how much more exciting life will be at the present and how much more secure you will feel in facing whatever life may hold in the unknown future.

Retirement and Its Alternatives

by Miss Helen B. Monkhouse, B.A., Dip.S.W.*

The subject of retirement is a complex one, dependent on many factors. Basic to the whole question is the fact of the increased and increasing number of older people alive today, who if not productive become a drain on the national economy but who, if retained in employment beyond their capacity to be useful, could become a strain on the management and operation of individual industries and businesses. Such people, if forced into an unwanted leisure, may be a problem to themselves, to their relatives and to local community resources.

My experience of this problem has been acquired at the level of the individual interview, and it is from this point I shall begin. The problem is in reality one of adequate preparation for later years. Whether retirement at a certain specified age is compulsory or voluntary, sooner or

later the day arrives when withdrawal to a less strenuous manner of operating is essential. This later period of life presupposes some change in the familiar pattern of living, a change involving adjustment which may be easy or difficult, depending on what work has meant to the person.

I wonder how many of you have ever analysed your reasons for working? Until you have done so you will not know what alternatives to explore which will provide satisfactions in later years equal to those presently found in your work. Is retirement going to mean loss of a feeling of usefulness? loss of prestige associated with holding a responsible position? loss of opportunities for creative use of your skill and experience? or simply a loss of a daily objective when you no longer have a place to go every day with the consequent dislocation of a familiar routine? Is it going to mean an adjustment to a lower economic standard or insufficient interests to fill the gap created by unaccustomed leisure? There are as many problems of successful adjustment to retirement as there are satisfactions obtained from one's work.

You may wonder why I am looking at retirement in terms of adjustment to it rather than how to postpone the event. It is because one's attitude to it can be either positive or negative. A positive approach is much more conducive to finding a satisfactory alternative to retirement than is a negative one. Even to those people for whom financial reward is the chief satisfaction or need, the outlook is more hopeful if they have developed avocational interests

*Miss Monkhouse is a graduate of the University of Toronto and of the Toronto School of Social Work and a member of the Canadian Association of Social Workers. A medical-social worker at Sunnybrook DVA Hospital, she is one of the "assessment team" which, under the direction of Dr. L. F. Koyl, has been studying aspects of the aging process as observed in the older veteran patients and employees of the hospital. The objectives of the enquiry include the setting up of criteria for continued employment beyond fixed retirement age and for the development of practical ways of determining suitability for continued employment as well as study of the rate, direction and varieties of physical and intellectual deterioration associated with advancing age. Miss Monkhouse participated in the preparation of a progress report on the results of the health aspect of this study, which was published in the April issue of the *Canadian Services Medical Journal*.

or community contacts which could be productive of part-time work of some monetary returns when regular employment is terminated at an arbitrary age of retirement set by company policy.

For the past two years I have been working on a research project being carried out at Sunnybrook Hospital, in order to study the incidence of disease and its rate of progress in the older worker, aged 50-65 years. This has included a study of social and economic factors in the lives of the persons involved as well as their physical and mental health. My particular field has been the study of the social circumstances of the group of people examined, who are still working and in their productive years, as it were. Other members of the research team have studied their health, physical and mental, and their economic status.

The social survey was focused primarily on the person's present position in respect of certain social factors and what implications the results might hold for a satisfactory adjustment to retirement and the later years of life. My findings indicated that only a small percentage of the group had given any thought to plans for meeting the problems contingent on retirement from their present work, though most of them admitted that retirement would present problems to them. To many it is a matter of financial necessity to find other work; but in addition, to these same people and to others in better economic circumstances, the problem is also one of keeping busy and occupying their time. Since 75 per cent of the persons interviewed have leisure interests of only minor importance, such as the conventional time-passing occupations we all indulge in, social and family visiting, home maintenance jobs or watching the TV, you will understand how dependent they are on the home, family and work range of interests and how any disruption of this familiar pattern is bound to be painful for them.

It has been our experience that the small group who have a "side line" from which they derive some additional income or a good deal of emotional satisfaction is less likely to be apprehensive about the future. They therefore make a better adjustment to retirement whenever it comes.

Specific problems confronting women in the pre- and post-retirement years have not been abstracted in our study since it was felt that the number of women seen was not sufficient for such a differentiation nor were the occupational levels sufficiently representative to draw valid conclusions on the basis of sex.

However, my impression is, and other studies bear this out, that the issues are basically the same. Economic need and a lack of other interests make working women almost as dependent on continuing in employment as men. I say "almost" in consideration of the fact that women characteristically seem better equipped than men to pass their leisure time in home-making activities. They are therefore not quite so devoid of means of keeping busy when separated from regular paid employment. On the other hand I have not found them so progressive in developing interests of any depth or with money-making possibilities. This, however, may have been because it was not a varied enough sample interviewed.

Although I have not mentioned specific alternatives to retirement, I have tried to indicate the importance of thinking ahead and planning, of analysing satisfactions found in present work and possible substitutes for these in less demanding occupations. This kind of preparation is needed so that one will be prepared to keep on leading a busy, contented and useful life. The emphasis should be on retirement *to* such a state rather than *from* it. Aging with all its implications may then assume its proper place, which Browning has so well described as "the last of life for which the first was made".

Discussion

Question:

If, because of retirement age limits, industries must retire senior personnel, can these people be absorbed in lesser positions, or can new fields of work be developed for senior personnel?

Mrs. Kenny:

In our company 95 per cent of the senior employees are engaged for lesser positions. We gather all the information from former

employers, personal references, etc. On many occasions I have made personal visits in order to get this information. We then decide together (at the second interview) which opening will provide the applicant with the greatest job satisfaction, and they receive training on and off the job.

Question:

Are pension plans a real deterrent to employing older women?

Miss McIrvine:

When placement officers make contact with employers in the interests of older aged applicants they are frequently told that a firm does not hire new employees over 35 or 40 years of age because the pension plan makes it uneconomic to do so.

Because of the shortage of clerical workers, especially, we think there is evidence that some firms are reviewing their policies in this respect and are finding that the pension plan is not as great a deterrent as they thought it was.

Mrs. Kenny:

Age is a real concern because of pension and other fringe benefits. We advise prospective employees that they cannot participate in any pension plan if over 50 years of age, and they accept employment understanding this. Our Group Life is fifty-five and our Group Hospital Medical Surgical Plan sixty. All other benefits such as sick leave, vacations, etc., are designed to cover older employees.

Question:

What problems arise in a situation in which a younger employee is responsible for the supervision of an older worker?

Miss McIrvine:

It is my opinion that any problems that arise in a situation in which a younger worker supervises an older worker relate to the quality of the supervision. If the supervisor understands the basic principles of good supervision and applies them in dealing with staff, the age of the supervisor should not affect the relationship between supervisor and employee. There are good supervisors who are 25 years of age, and there are poor supervisors who are 65 years of age.

Dr. King:

It is not possible to give a "blanket" answer that will cover all situations of this type because so much depends on the personality of the individuals involved. However, difficulties might well be anticipated particularly if the older employee has recently taken a job after a period spent at home raising a family. In an older-younger relationship it is usually the older, or parent-figure, who is in the position of authority. If a woman comes into employment directly from being a mother, it is natural that she will carry with her attitudes which she held in the family situation. She will tend to consider her younger supervisor as a "child", and as

such, someone who should be treated as she treated her own family. It may be very threatening to her security if she has to accept that this "child" knows more than she does and is responsible for the supervision of her work. The amount of difficulty likely to be encountered will, of course, vary depending on the type of relationship between the mother and child in the home. If the mother has had a relaxed, easy relationship with her children, to be supervised by a younger person may not create any great problem. On the other hand, if she was only comfortable in her relationship with her children if she could control them, it may be impossible for her to accept supervision from a younger person. This is one of the factors that employers need to keep in mind when they are placing older workers in their organization. Some older workers will only be able to function adequately if they can work more or less independently.

Question:

What problems have to be taken into consideration in planning re-training programs for older workers?

Miss Monkhouse:

In planning re-training programs for older workers, the findings of our Sunnybrook research project indicate that the increasing rigidity of thought and concept of the aging employee makes large re-training programs progressively more futile with advancing years. To be useful any type of program would need to be undertaken on a more or less individual basis to fill special requirements in plant or business and/or in re-training injured employees.

This points up the lack of development by most people, during their middle years of life, of avocational skills or interests. The possession of additional skills or cultivated interests could be drawn upon in later years to supply both financial and occupational benefit when fixed age retirement policies make this period of life a frustrating and frightening one for those unprepared for it.

Question:

How could the women's service clubs give leadership in helping older women who are looking for work to prepare for employment or re-employment?

Mrs. Kenny:

In order to be of real service to older women seeking employment a great deal of consideration should be given to the "know how" required to do a good job. I

should suggest that service club leaders work closely with the NES placement services and with welfare agencies that are studying the employment problems of older people.

Miss McIrvine:

Most of the members of women's service clubs are in the older age category (over 35) and many hold senior executive positions. Some are responsible for hiring staff. These women by their attitude on the job and by promoting the interests of older women could do much to create a favourable atmosphere for the employment of older women in the firms by which they are employed.

Question:

What leadership can women's service clubs give in preparing women for retirement?

Miss Monkhouse:

Women's service clubs could give leadership by associating with other groups working for the welfare of older persons. They could send representatives from their

clubs to such bodies as welfare councils or other community organizations focussing on some aspect of senior citizens' needs.

As individuals in their respective fields of employment, they could work toward creating a favourable attitude toward the employment or continuation of services of older women.

As a joint service project they might plan some favourable publicity stressing the capabilities for work, of older women.

Dr. King:

Through their volunteer activities, service clubs can give women an opportunity for new experiences. This will mean that an individual will, therefore, be better equipped to meet the new experience of retirement. In addition, after retirement the volunteer activity can be continued, thereby giving an opportunity for continued usefulness. The feeling of not being needed any longer is usually more feared by those who are retiring than the loss of monetary return, and through service clubs women can continue to find satisfaction through the performance of activities that have social value and meaning.

85th Annual General Meeting of the Canadian Manufacturers' Association

Six conferences on program include one on employer-employee relations, which comprised panel discussions on the guaranteed annual wage, on health insurance, on grievances arising under collective agreements

"Leadership Today for Canada's Tomorrow" was the theme of the 85th annual general meeting of the Canadian Manufacturers' Association, held in Toronto June 6-8. Industrialists from all parts of Canada attended.

"Is the Canadian Manufacturers Association really providing the leadership that is required to make Canada an industrial nation capable of better standing on its own sturdy manufacturing legs—is it giving the leadership that will see Canada improve its present position of seventh industrial and fourth trading nation of the world," President T. A. Rice asked, or is this theme just lip service to a bounden duty?

Conferences on six specific subjects or group of related subjects made up the program. These took the form of panel

discussions, led by experts in their particular fields, and dealt with the subjects: employer-employee relations, trade and taxation, transportation, management, selling, and public relations.

Guest speakers included His Excellency the Right Hon. Vincent Massey, C.H., Governor General of Canada; Prof. Donald P. Campbell, S.M., Sc.D., Massachusetts Institute of Technology, Cambridge, Mass.; Admiral Ben Moreell, U.S.N. (ret.), Chairman of the Board, Jones & Laughlin Steel Corporation, Pittsburgh, Pa.; and Hon. Thomas E. Dewey, former Governor of New York State.

President's Address

Increased mechanization has forced us to take another hard look at education, President T. A. Rice declared.

Frankly, I think we should steal a leaf from Russia's handbook of five-year plans and set ourselves some sort of Canadian target as to the required number of graduates by a specified time.

In fact, we have little choice in the matter if we are not to suffer from blinding production headaches in the increased mechanization of tomorrow. The advances we make in manufacturing industry are going to depend largely on the educational level of the people who enter it in the immediate future.

For this reason alone, said Mr. Rice, industry generally must give this problem of education top priority rating; and this is bound to bring up the question of money.

Expansion of investment in education by industry as a whole is going to grow more costly but when we think of the cost, let us face up to the fact that ignorance is infinitely more expensive than education.

With a view to helping to resolve this mounting problem of shortage in the whole range of skilled personnel, the CMA is setting up a special committee to co-operate with the federal and provincial governments, education authorities and other interested parties, Mr. Rice announced. This committee, he felt sure, would attempt to cope not only with the shortage but would seriously study the need for promoting secondary, technical and higher education to the greatest extent possible.

I think I have shown that we, as manufacturers, have a keen interest and duty in the field of education and I hope that others, as a result of active association leadership, will soon be convinced that they must play a greater part than they have in the past in investing today and tomorrow in minds as well as machinery. I think they all realize that a balance must be achieved between them to prevent the machines from outracing the minds. Our cleverness in devising machines in this so-called Age of Automation must not be allowed to gallop ahead of our ability to run them.

Although he hesitated to make any forecast, Mr. Rice said he was satisfied that, despite any temporary setbacks, the tide is still on the flow for Canada and Canadians. He sounded a note of warning, however, that the current upswing cannot help but contain elements of further inflation.

National acceptance of the theory that annual wage boosts are vital to the expansion of purchasing power and that management can keep increasing the rate each year "for the rest of time" is exactly the same as national acceptance of "a permanent economy of creeping inflation," Mr. Rice declared. Wherever and whenever money wages have outstripped productivity, the inevitable result has been enfeeblement of the currency, he said.

Further inflation could only mean double trouble for Canada, not only nullifying

CMA Officers for 1955-56

President: J. N. T. Bulman, Bulman Bros. Limited, Winnipeg.

1st Vice-president: H. V. Lush, Supreme Aluminum Industries Limited, Toronto.

2nd Vice-president: Ian F. McRae, Canadian General Electric Co., Ltd., Toronto.

Treasurer: J. Ross Belton, Gutta Percha and Rubber, Limited Toronto.

General Manager is J. C. Whitelaw, QC, Toronto.

wage gains but threatening her ability to compete in the domestic and world markets.

Labour, management, government and the general public all have a stake in curbing inflation, said Mr. Rice. He outlined their responsibilities as follows:—

Labour: Common sense in its wage demands, coupled with some consideration for the fortunes of the consumer and more internal emphasis on productivity, "the only real gateway to plenty".

Management: Continued ingenuity in devising ways and means of cutting costs and improving efficiency.

Government: A closer look at everything that concerns its national housekeeping bill and avoidance of restriction of the competitive market.

Public: To wake up to the fact that it is their pocket which will be picked if persistent inflation becomes the order of the day.

Referring to Canada's ability to compete in the domestic and world markets, Mr. Rice noted that there are other factors besides inflation to be taken into consideration if Canada is to sell her products both here and abroad.

Manufacturers, wholesalers, retailers and the general public will purchase Canadian-made articles only if the price, quality, performance and delivery are competitive; and, in my view, this is the only realistic approach in the sale of "Made-in-Canada" merchandise, whether it be here at home or in the markets of the world.

Buying Canadian isn't only patriotism—it is sound common sense, dictated by enlightened self-interest. When we buy Canadian products made by Canadian workers we are keeping fellow Canadians employed. We are also encouraging Canadian manufacturers to build new factories, to produce things we haven't yet got around to making. This in turn creates new opportunities for employment—and I need not stress before this audience how important this is.

Because more Canadians are now employed in manufacturing than in any other segment of our economy and because more Canadians depend upon manufactur-

ing for their livelihood than ever before, our responsibilities as leaders of industry are greater now than they have ever been," the CMA President concluded.

"Showing the Way in Labour Relations" **(Employer-Employee Relations Conference)**

The employer-employee relations conference opened with an address by the Hon. Milton F. Gregg, Minister of Labour.

Mr. Gregg referred briefly to the activities of his Department in the field of labour research. Noting that the main subjects for discussion were the guaranteed annual wage, grievances arising under contracts, and health insurance, Mr. Gregg said he would concentrate on the two former ones as his colleague the Minister of National Health and Welfare would be addressing the conference later.

Co-chairmen of the panel were Ian F. McRae, Vice-President, Canadian General Electric Company Limited, Toronto, and H. J. Clawson, Director of Industrial Relations, The Steel Company of Canada, Limited, Hamilton, Ont.

Speakers in the panel discussion on the guaranteed annual wage, and their topics, were: Owen Fairweather, "An Analysis of the Major Types of GAW Plans"; C. B. C. Scott, "A Description of a Canadian GAW Plan"; W. L. Monck, "The Impracticability of GAW Plans"; and C. A. L. Murchison, "GAW Plans and Unemployment Insurance".

On the panel on health insurance, they were: Dr. George F. Davidson, "Health Insurance in Relation to our National Social Security System"; J. C. Broatch, "Experience Under the B.C. Health Insurance Scheme"; Col. W. Wallace Goforth, "Financial, Administrative and Other Problems and Pitfalls of Health Insurance"; and Prof. Malcolm Taylor, "Health Insurance in Perspective".

On the panel on grievances arising under labour contracts, speakers and their topics were: Douglas R. Brown, "Drafting Grievance Procedure Clause and Pre-arbitration Handling of Grievances by Management"; F. C. Burnet, "Drafting Arbitration Clause and Arbitration Procedure"; Norman L. Mathews, QC, "Preparation and Presentation of Management's Case"; and R. V. Hicks, "Jurisdiction of Arbitrators and Enforcement of Awards".

Hon. Milton F. Gregg

There is nothing so injurious to morale and efficiency, or more likely to undo the work of management in building up good

relations with employees, as grievances that are not promptly and effectively dealt with, declared the Hon. Milton F. Gregg, Minister of Labour, in the opening address at the employer-employee conference.

"Grievances in industry are as old as industry itself," he said. "For that reason, I think, there may be an unfortunate tendency to ignore the subject or to treat it in a perfunctory way. You are to be commended for giving it, in your program, the prominence it deserves."

The most important thing in tackling grievances is an earnest and fair-minded attitude on the part of people involved on both sides, the Minister continued. Besides this, prompt and effective settlement depends on a number of factors; these included: clearly-drafted collective agreements; a clear-cut, time-saving procedure for the consideration of grievances; foremen and shop stewards who thoroughly understand the agreement and who have some idea of elementary psychology; exercise of discretion by the parties concerned; and, last but not least, respect by them for the grievance procedure and a determination to make it work.

Mr. Gregg reminded the meeting of the contribution being made by the federal Government to the settlement of grievances through the machinery of the Industrial Relations and Disputes Investigation Act. The requirement of the Act that collective agreements must contain a procedure for the settlement of grievances, without stoppage of work, by binding arbitration or otherwise, he said, "has become one of the unique features of industrial relations legislation in Canada".

Turning to supplementary unemployment benefits, the Minister said it was important that supplemental unemployment benefits, although not a wholly new idea, had emerged from the bargaining table.

"I, for one, am inclined to look with interest and a healthy measure of respect at the products of collective bargaining, which is recognized throughout the free world as a system of reaching practical decisions that make possible a unique and successful combination of business enterprise and employee welfare," he said.

The present concept of SUB evolved out of earlier ideas and "might give way to other concepts in years to come," the Minister observed. The two main problems with which government is concerned at present are, he said, any relationship there might be to the national unemployment insurance program and the connection between SUB contributions and benefits and income tax.

As an experiment "designed to secure greater stability of income for the average industrial worker," SUB plans will be

watched with sympathetic interest by most Canadians, Mr. Gregg said. "We will not forget, however, that stability of income for the individual is ultimately dependent on a stable or expanding level of production.

"The plans in their present form represent an effort to ease the hardship caused by temporary layoffs," stated the Minister. "Their introduction should not be allowed to divert attention from the continuing need to develop in industry the steadiest possible production and employment both year round and from year to year."

Guaranteed Annual Wage

A review at this time of the guaranteed annual wage is timely, Ian F. McRae, Co-chairman, observed in introducing the panel discussion on the subject. The CMA, he said, had not adopted any policy; its sole purpose was to throw as much light as possible on the problem.

Owen Fairweather

"We are here today because the desire of working people for more security has burst forth in a new series of union-management programs designed to decrease the wage-loss injury during periods of unemployment," Owen Fairweather, a partner in the Chicago law firm of Seyforth, Shaw and Fairweather, said.

At one time people believed that by individual thrift they could save for the rainy days of unemployment but the great depression of the thirties destroyed people's faith in thrift, he said.

The plans negotiated with the unions during the last year are simply plans to supplement public unemployment compensation benefits with payments from a trust fund into which money has previously been deposited by the employer, Mr. Fairweather said. They are known as supplemental unemployment benefit plans—"SUB" plans.

He described the first such plan, negotiated by the Ford Motor Company and the United Automobile Workers in June 1955. When a few days later, General Motors Corporation followed—reluctantly, he said—"the union-imposed program set the pattern that swept through the major automobile producers throughout the industry".

The United Steelworkers of America "got into the SUB act" during August of last year when the union negotiated agreements with the American Can and Continental Can Companies. The union's President, David J. McDonald, has made it clear,

Mr. Fairweather said, that these agreements are to be the pattern for the steel industry negotiations now under way.

The next major plan, he said, was the Allis-Chalmers plan, negotiated with the UAW.

These are the important types of SUB plans which have a trust fund pool, he explained, and have been referred to as the "Pooled Type" plans.

A pooled type plan requires the employer to deposit the money into a trust fund from which the payments are made *to the employees who are laid off*. No individual employee has any vested rights in any of the funds deposited into the pooled trust. Some employees with high seniority who won't get laid off don't like these plans as they represent wage money spent for the benefit of only the newcomers.

While these pooled type plans were being negotiated another group of plans sprang up—the "Individual Account" plans, sometimes called "Thrift" plans, Mr. Fairweather said. The major plan of this type was the one negotiated between the two leading companies in the flat glass industry, the Pittsburgh Plate Glass Company and the Libby-Owens-Ford Glass Company, and the United Ceramic Workers union. "The plan is actually nothing but another forced savings plan," commented Mr. Fairweather, "and hence is a thrift plan similar to many others that have been established in other companies." All have as their purpose the providing of additional income during periods of unemployment, Mr. Fairweather said.

The governmental unemployment compensation payment is supplemented by a payment from a private trust fund. Therefore, these plans are based upon the fundamental assumption that the public unemployment compensation benefit is too low. Now, if these programs are unsound from a social point of view, they are unsound because the assumption that the public benefit is too low is incorrect. Therefore, to evaluate the

wisdom of adopting a supplemental unemployment benefit program, we must develop conclusions concerning this fundamental question—should unemployment compensation payments be increased?

In this connection, it is necessary that we examine briefly the British unemployment compensation history, said Mr. Fairweather. The Act as passed in 1911 was designed to give temporary relief, "modest benefits for short periods," he explained. From the end of World War I, benefits were so liberalized in amount and duration until they equalled 90 per cent of an employee's pay and were payable over a term of more than a year.

Administration of the system soon broke down, he said, and entire families lived on the "dole" for years. Malingering was so extreme that it became a habit, Mr. Fairweather said. He quoted the following from a government report:

Many of these young persons have done practically no work and they have little or no conception that a man's ordinary occupation is to provide the means of subsistence for himself and for his family. They have seen their own families and their friends kept for years by the State and they have come to accept this as a normal condition of life.

"When this mass malingering habit reached its climax, a budgetary crisis occurred," Mr. Fairweather said. "The English Government was practically broke in 1931."

Evidence of malingering habits was not confined to England, he said. In the United States, even though the benefit levels have been traditionally far more conservative, thousands of fraudulent claims for unemployment compensation were filed. Malingering, said Mr. Fairweather, will increase as payments go up in relation to the wage the employee would receive if he were working. This, he said, has been borne out by the experience under the Veterans Readjustment Act of 1944.

Mr. Fairweather mentioned as another influence in malingering the fact of whether a man had dependents.

In this connection some very interesting facts were discovered when the General Motors Plant at Lavonia, Michigan, burned. As a result, people with all kinds of seniority dates and various numbers of dependents were turned out upon the labour market at one time. A study was made to find out when these people found other employment. It was found that the single people—those without any dependents—took seven weeks to get a job, whereas a man with a wife and at least one child found a job within two weeks. The speed with which the men with dependents got back to work had

nothing whatsoever to do with their seniority with General Motors but was very definitely affected by the number of persons dependent upon them.

The reason, he explained, was that Michigan unemployment compensation benefits were below the subsistence level for families with two dependents, above the level for single persons.

Employers in the United States continue to make agreements to provide 65 per cent of after-tax income when an employee is unemployed, Mr. Fairweather said. This means that for working the employee receives only 35 per cent additional income.

"It seems quite clear that with such a benefit many persons will consciously attempt to stay idle," he declared. "The question is whether we can afford the resulting loss in productivity. Are we so productive that we can support idle people who might otherwise be producing?" These questions, said Mr. Fairweather, involve judgments and are not subject to precise answers; he was merely attempting to point out the main problem.

Mr. Fairweather concluded with a warning:

Remember that the 60 per cent-65 per cent of take-home pay level of payment for not performing any work is only the start. The unions will attempt to bargain up that level. They will assert that it is economically wise to pay employees full pay for no work because it increases their purchasing power. This was the economic argument the Fabians used to lead England into the serious "dole" mess 25 years ago. We must exercise care lest we be led down the same path and wake up too late to find ourselves in the grip of mass malingering habits that will sap away the national strength of our two countries.

C. B. C. Scott

In his address, "A Description of a Canadian GAW Plan," C. B. C. Scott, of Massey-Harris-Ferguson Limited, Toronto, compared the plan operated by his company with the plan accepted by Ford and General Motors in Detroit.

"When we agreed to concede a supplemental unemployment benefit plan during negotiations," he said, "we did not go into the detail of the plans negotiated in Detroit. We merely said in our agreement that we would give the union a supplemental unemployment benefit plan based on the Ford and General Motor plans in Detroit but adapted to suit Canadian conditions."

The differences in the plans are minor, Mr. Scott said, but interesting.

The Ford plan, he explained, provides for two funds, one for the benefit of employees engaged in defence production

and one for those engaged in the ordinary business of the company. His company has only one plan, as defence work does not run to such substantial proportions.

The American plans provide for non-alienation of benefits. While his company has been advised on the best legal authority that such a provision would not be enforceable in Canada, the clause is contained in the plan merely as a deterrent to employees' assigning their benefits.

Because of the size of the automobile Companies in the United States, provision is made for first-stage appeals on a local basis, to facilitate administration of the plan, which covers such a great number of personnel in different locations. Only one board of administration is provided but local appeals can be handled on a local basis subject to the approval of the board. In the case of Massey-Harris-Ferguson, this was not necessary, although it is intended to have an administrator in both the Brantford and Toronto plants; but all appeals will be handled by the one board of administration.

In the United States, the impartial chairman of the board of administration is usually their permanent labour relations umpire. Since there are few permanent umpires in Canada, provision is made for the parties to select a chairman and, failing agreement, for a chairman to be appointed by the Minister of Labour for Ontario.

In most of the automobile companies hourly rates only are used, as there is no incentive system. As Massey-Harris-Ferguson has an incentive system, provision had to be made for the compilation of earnings of incentive workers.

Under the American plan, the investment of trust funds is very much restricted. The union's original submission to his company provided that trust funds could be invested only in securities which were an obligation of the Canadian Government. The company persuaded the union to change this to provide that trust funds could be invested in securities which are legal for Canadian life insurance companies, with the exception of mortgages.

The American plans specify what shall be done relative to the accumulation of credit units and the adjustment of funding after termination of the plan. The wording is ambiguous and in his company's plan the provisions have been clarified, he said.

Another difference is in the composition of the board of administration.

These, said Mr. Scott, are the main differences. There is one point, however, which should be pointed out, he said, and that is that state benefits in Michigan are

substantially higher than the benefits paid under the Canadian Unemployment Insurance Act.

It would be worth while for management to analyse carefully some of the provisions in plans submitted by unions, Mr. Scott said. Among them, he mentioned the definition of "active employment roll"; the provision with regard to accrual of credit units; duration of credit units; time condition governing the actual payment of benefits; wording of the provisions pertaining to "substitute supplemental benefits" and over-payment of benefits; retroactive crediting of units; and payments for supplemental unemployment benefits an allowable expense of the company.

There are still two important issues to be cleared, said Mr. Scott. The first is whether, under Canadian law, it is possible to integrate this supplemental unemployment insurance plan with unemployment insurance benefits payable under the Act and whether such supplemental benefits will be regarded by the Unemployment Insurance Commission as earnings.

The other point is whether the Department of National Revenue will consider supplemental unemployment benefits as income and therefore taxable.

"The whole plan is a very intricate and complicated one and the administrative difficulties are going to be very great," Mr. Scott concluded.

W. L. Monck

So-called guaranteed annual wage plans are not new "but are becoming fashionable; like most fashionable things, they appear nice but unfortunately everyone cannot afford them," said W. L. Monck, Industrial Relations Officer, Trenton Steel Works, Limited, Trenton, N.S. He titled his address, "Guaranteed Annual Wage—Fashionable, Expensive, Will Not Wear Well".

It is doubtful, said Mr. Monck, if anyone in the CMA or elsewhere in Canada would take serious issue with the proposition that every Canadian should be suitably sheltered, clothed and fed. Unemployment insurance, he said, came into being to take care of temporary periods when the individual is unable to do the job of providing for himself.

"The fact that the individual contributes personally to this protection adds dignity and a measure of independence to the scheme.

That unemployment insurance, in the opinion of some labour groups, does not do adequately the job for which it was

intended is the principal reason that some groups are making demands for guaranteed annual wage plans, he said. "Please note the words 'some groups' because there are many thoughtful and studious men, high in the councils of the labour movement, who disagree with guaranteed annual wage because in a great many industries it is impractical," he declared.

Regardless of the ability of any particular industry to adopt a guarantee plan, said Mr. Monck, it should be appreciated early in negotiations that many things, such as overtime bonus, shift differentials and, perhaps, even the right to strike, hitherto regarded as finalized "and indeed sacred," must be seriously re-examined in the light of this development, and it may well be that some of them must be sacrificed.

Welfare benefits, he believed, are a function of government. He based his opinion on "the undeniable insolvency which frequently occurs in industry and the solvency we all at least continue to hope for in some reasonably benevolent form of government" and also on the ground that if these things are necessary, everyone should enjoy them, not only the few able to obtain them by organized effort.

The reason that these things are now, and continue to increase as, a part of industrial costs, may well be the recognition by industry of the need for them rather than an acceptance of responsibility for them, which is a different thing. History seems to prove that great, but not always good, changes are made in the main by and for minorities.

The only basic requirement for a GAW plan can be simply stated, said Mr. Monck: "the wherewithal to meet the payroll and stay in business, considered from the long-range point of view." This, he said, requires considerable ingenuity and sometimes is impossible.

While there are some industries to which GAW can be readily applied, there are some important ones that employ a large part, if not the majority, of the working force to which it can not be applied without completely revolutionizing methods of production and marketing, Mr. Monck stated.

As an example of a satisfactory GAW plan, Mr. Monck referred to the agreement negotiated between the Wabana Ore Limited and the United Steelworkers, which contains the following clause:

Provided production remains in excess of 12,000 tons per day, the company undertakes that there will be no reduction in the working force during the period 1956-1961.

Moreover, said Mr. Monck, wage rates go up automatically for each 1,000 tons over 10,000 tons daily.

"The reason for such a clause is obvious: the ore can be sold," he said. "This clause seems the ideal GAW—*guaranteed assurance of work* in contrast to payment for not working. Please note it contemplates no idle time or compensation for it."

As an example of an industry to which a GAW plan cannot be applied, he cited the Eastern Car Company at Trenton, N.S., which produces railway rolling stock. In the past ten years, he reported, the percentage of capacity at which the company has operated ranged from 18·8 to 105·4, with an average of 63·4 per cent.

A plan has long and diligently been sought, he said, whereby the railways might find it advantageous to budget their purchases over a more extended period and smooth out the "boom and bust" cycle which has traditionally been the pattern in this industry, both in Canada and the United States, but so far nothing workable has been discovered.

Twice in ten years the industry's customers—there are only three or four—decided at the same time to buy nothing for a year. Try to devise a GAW plan to cover that situation, he challenged.

These, said Mr. Monck, are examples of extreme conditions. The industries with the greatest problem in so far as GAW negotiations are concerned are not the ones at either end of the scale but the ones in the middle, where it becomes a debatable issue.

Why, asked Mr. Monck, are the plans referred to as guaranteed annual wages? "Annual, most of them are not; wages, in the politico-economic sense at least, are compensation for work performed. Personally, he said, I am going along with the folks who call most existing GAW plans what they are—either a guarantee of work, very rare, or supplementary unemployment benefit."

It is fundamental that in the GAW problem, as in others, everyone finds out everything possible about the problem and its consequences in his own industry and makes his decision, not on short-term expediency but on the facts as they apply, he declared.

Whatever form the solution takes, Mr. Monck concluded, it must be borne in mind that the cost must be added to the selling price of products "already so expensive they can be readily sold only to ourselves".

C. A. L. Murchison

The term "guaranteed annual wage" has no single or acceptable definition, Unemployment Insurance Commissioner C. A. L. Murchison said, in a discussion of "Guaranteed Annual Wage Plans and Unemployment Insurance".

In their literal sense, the words might describe a contract to pay each employee a predetermined sum for whatever service he might perform during a 12-month period, he explained. Or it might be implied that the undertaking is one that would run from year to year. He knew of no such contract or undertaking.

"There would be no need for unemployment insurance" in a state where such annual wages were in effect, the Commissioner remarked.

Approximately 24,000 of Canada's 4,413,000 wage-earners are covered by some form of supplemental unemployment benefit plan, Mr. Murchison stated. These plans normally call for limited employer contributions to a special fund from which, under carefully defined conditions, benefits in stipulated amounts may be paid to laid-off employees as a supplement to benefits available under the Unemployment Insurance Act. Integration with unemployment insurance is a cardinal aim of most of the plans, he remarked, and some are dependent on rulings from the Unemployment Insurance Commission, permitting workers to receive company layoff benefits without being disqualified from unemployment insurance benefits concurrently.

The Commission, Mr. Murchison said, is making a careful study of the several collective bargaining agreements which provide for the payment of supplemental unemployment benefits. A ruling governing such cases, he said, has not yet been made by the Commission.

Though he avoided saying anything which might be construed as a statement of policy, he pointed out some of the problems confronting the Commission in dealing with the issue.

The first question to be decided by the Commission, Mr. Murchison said, is whether money received by an unemployed worker as and by way of a supplemental unemployment benefit should be held to be earnings. (The Unemployment Insurance Act provides for the deduction from benefits the amount earned in excess of "allowable earnings".) The dictionary defines "earnings" as "that which is acquired as the reward of labour," he pointed out.

Would it be correct to say that the supplemental unemployment benefit is that which is acquired as a reward of labour, or should it be ruled that since the money reserved to pay SUB has passed from the control of the employer to a trust fund, which is administered jointly by management and the workers, the fund should be regarded as a potential savings account standing to the credit of the unemployed worker?

It is possible that our decision might be influenced to some extent by the rulings of the income tax people. If they decide that SUB payments are taxable in the hands of the worker the savings account argument might not be considered tenable.

A further point to be noted, Mr. Murchison said, is that a typical SUB agreement does not establish a trust in favour of the individual; no vested interest is conferred.

If the Commission decides that supplemental unemployment benefit payments are to be regarded as earnings, it would seem reasonable, he said, to expect that deals might be made between management and labour whereby payment of SUB would be deferred and paid in a lump sum every three weeks of unemployment.

This brings up another question and it will be our responsibility to decide whether such a practice should be recognized and approved, or whether rules should be made which, in effect, would say that the lump sum payment plan is merely an attempt to circumvent the Act and we are going to allocate the payments on a weekly basis notwithstanding, for the purpose of computing the amount of unemployment insurance benefits to be paid each week.

No problem is presented, Mr. Murchison said, by a supplemental unemployment benefit plan which limits payments to amounts established by the Act as allowable earnings; but one does arise where the plan provides for payments greater than the allowable earnings. "The problem is to avoid anomalies as between those who stand to benefit under a supplemental unemployment benefit plan and those who are not so covered."

Complications are also presented by the fact that most companies having SUB plans are subsidiaries of United States companies, he pointed out. For example, several states have ruled that claimants will be entitled to supplemental payments without reduction of their state unemployment compensation, while others have amended their laws to say, in effect, that SUB payments are wages and that concurrent payment of both benefits is illegal. There is, however, a difference in the applicable laws, Mr. Murchison pointed out.

In the unemployment insurance laws of the United States there is usually some such provision as that in the Massachusetts law, which is, "that a person shall be deemed to be in total unemployment in any week in which he performs no wage earning services whatever and for which he receives no remuneration". Our law approaches the problem in a somewhat different way. Sec-

tion 56 requires the Administration to take all *earnings* into consideration when calculating the amount of unemployment insurance benefit. It may well be that arguments will be heard in support of the plea that we in Canada should be as generous as pronouncements made by United States officials would indicate their several systems will be.

(To be continued in the August issue)

McGill University's 8th Annual Industrial Relations Conference

This year's theme: "Security in an Industrial Economy". For purpose of discussions, "security" defined to include psychological as well as material needs of people, as individuals and as members of groups

"Security in an Industrial Economy" was the theme of the 8th annual industrial relations conference at McGill University, April 16 and 17.

Attending the conference were delegates from various branches of industry, business organizations, trade unions, educational institutions and federal and provincial government departments.

The conference was addressed by five speakers and terminated with a panel discussion in which all speakers took part.

For the purpose of the discussions, "security" was defined broadly to include consideration of psychological as well as material needs of people as individuals and as members of related groups.

The speakers were: Dr. Graham C. Taylor, Assistant to the Director, Allan Memorial Institute of Psychiatry, who dealt with "The Importance of Security for the Individual"; Dr. George F. Davidson, Deputy Minister of Welfare, Department of National Health and Welfare, who discussed "Security and the Role of the State"; Dr. Edwin E. Witte, Chairman, Department of Economics, University of Wisconsin, whose subject was "Security and Economic Change"; and W. Allan Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited, who discussed "Private Enterprise and the Security Issue". Nat Weinberg, Director, Research and Engineering Department, UAW-CIO, Detroit, Mich., who was to have spoken on "A Union View of the Security Problem", was prevented at the last minute from attending; his address was read by Carrol Cobourn, of his department.

Dr. Graham C. Taylor

The effect of anxiety and fear on the human being was discussed by Dr. Graham C. Taylor, who noted that our age has been described as an age of anxiety and also one of fear.

"Anxiety and feelings of insecurity are inversely related, so that the greater the forces tending towards security in the individual, the less will be his anxiety. It has been said that anxiety is about the most uncomfortable emotion a human being is called upon to endure," he said.

Noting that "our society is primarily an industrial one," Dr. Taylor said that "security within industry will be of great importance in the life of each individual."

In general, he believed, it can be said that feelings of insecurity arise when one is exposed to stressful situations for which there is no easy solution for the indecision and conflict involved.

Dr. Taylor divided his subject into four main parts: security and reactions to authority; the emotional reactions of management; the emotional reactions of the supervisor; the emotional reactions of the hourly worker.

"The executive and the psychiatrist look at authority in different ways," he said. "The executive may think from the point of view of his administrative responsibility, while the psychiatrist is more inclined to think of authority in terms of individual reaction to authority along with other emotional reactions established in early childhood. Emotional problems often stem from the way we learn to handle our feelings. Reactions to authority are no exception."

Both individual and executive function in decision making are an important part of healthy handling of feelings in this regard, and Dr. Taylor declared that "each level in management has associated with it administrative responsibility roughly divided into an area of authoritative responsibility and one of decision making. They are closely related. The entire process is complicated, however, by the presence of people. Their feelings stem from two sources. First, the problem of management in exercising authority—the problem of the reactions of people to it.

There are a number of possible stumbling blocks to the healthy exercise of authority. We all have aggressive impulses towards others. For various reasons, there may develop in any of us strong needs to dominate, exploit and to control other people.... In industry, we occasionally see that the granting of power in an administrative sense may bring out these unhealthy tendencies to control and dominate others.... A person who daydreams and phantasies himself all-powerful may, when the opportunity presents itself, act upon this unreal dream and become a very destructive person indeed within industry.

The use of power in terms of an individual's inner phantasies rather than in accordance with the real demand of the industrial situation can produce an unhealthy situation. When such a person's victims recognize the situation there is open resentment and counter-hostility. This in turn produces in the people subjected to the ruthless exercise of power "feelings of insecurity and confusion".

In such a situation, people are unsure, often wondering if the difficulty lies with the leader of the group, but usually having serious doubts about themselves. "They wonder if they are not producing the problem instead."

The abuse of an authoritative position is only one difficulty in exercising authority. A supervisor may react with feelings of discomfort and inadequacy to his own authoritative and aggressive role. Consequently he may find difficulty in directing others and is only supervising because he is stalemated by his own inhibitions, the latter resulting from having ingrained in him as a youth that to be aggressive and self-seeking is normally bad.

"In our present highly industrial society there is increasing pressure towards mass conformity.... Each person is anxiously trying to sell his personality to his supervisor, to become accepted by key people in his work group." He seeks to prove that he is not different from the other people in his group. This may deteriorate the value of the individual rather than increase it.

The person in authority handling such a situation finds himself in difficulty, especially when he reaches supervisory standing. He himself is subject to pressure, as are the men that report to him. "In short, he has to be a good leader, which involves standing out from the group," rather than conforming to it, and yet, he must still be "one of the boys".

The problems are control of aggressive strivings, the control of feelings of guilt, and the ability to identify with a work group yet remain its leader. These are all problems of management.

On reactions to those exercising authority, Dr. Taylor noted that:

Well-adjusted people can take a fair amount of moderately aggressive and hostile authority with relatively little psychological stress reaction....

Successful management considers adapting its actions to certain specific personality difficulties to avoid arousing feelings of insecurity. For example, one employee may readily accept challenges and when a difficult assignment is given to him, takes it in his stride. Another tends to lack confidence and, while fairly capable, always under-rates himself. When this employee is given the tricky problem to handle, he needs to be given specific encouragement. The idea should be conveyed to him that he really is capable of solving the particular problem.

Ideas about executives are poles apart, Dr. Taylor found in analysing emotional reactions of management. There are those who believe that executives are always making many lightning-like decisions per minute, and the others who think that assistants do all the work while the executive himself has a soft job, and that all he is required to do is "maintain an imposing facade of dignity and detachment".

Executives, however, are under the same general stress as their employees, but with some factors unique to their role. The executive in the industrial structure fills a position fraught with feelings of loneliness.

The further a man rises in administrative responsibility, the fewer can be his confidants within the company.... The conflict between the executive's personal values and business principles at times leads to the stimulation of feelings of guilt and resulting anxiety.... Pressure arising out of the need to compete with others to maintain one's position are also among the emotional pitfalls of the executive.

In the case of the hourly worker, "the emotional reactions of resentment may be stimulated by all manner of overt and implied stresses including his own feelings of inadequacy.

"There are many stresses affecting the hourly employee. Some of these stresses

arise from the need to conform to the standards of the working group, others are related to employee-management conflicts and still others arise from the impersonality of modern technology.

"In dealing with such feelings, supervision is faced with first an understanding of their origin and a paramount need to deal with them not simply on the basis of a superficial reaction, but rather on the basis of an attempt to really understand what is going on."

Dr. George F. Davidson

Everyone today recognizes the need of the individual to achieve security, Dr. Davidson said. It is this need which supplies much of the drive and incentive to the individual to improve his personal and family status, educationally, vocationally, and in economic and social terms.

Where people begin to disagree, said Dr. Davidson, is on the question as to whether the individual should be left entirely on his own or should be given some help and, if so, by whom, in his endeavour to achieve this desirable goal of security.

Is the goal of security something to be sought and achieved, unaided, by personal effort of the "rugged individualist"? Can it properly be regarded as a collective responsibility of the community, to be sought and achieved exclusively at the non-governmental level, through the efforts of the individual himself, buttressed and supported by community agencies, co-operatives, and the joint and separate efforts of labour and management within the industrial setting? Or is there a job that government should be doing in this field and, if so, how much should be left to the individual, how much to the organized forms of community non-governmental enterprise, and how much should be assumed by the state?

The last-mentioned question is really the critical issue in the social security field today, Dr. Davidson said. How should the responsibility be shared, divided, allocated? Not many today, he said, would suggest turning the clock back to the days of "sink-or-swim" individual effort, unaided from any quarter. There is fairly general agreement that in the urbanized, industrialized society of the 20th century the community has some responsibility in helping to protect the individual from at least some of the hazards of our complicated, impersonal, urban way of life.

The rise of trade unionism, the growth of collective bargaining and the increasing evidences of enlightened management's concern for the health, welfare and security of its employees and their families—all of these facts have created today a growing acceptance of the view that, in a private enter-

prise economy, management can, should and does accept a measure of responsibility for helping the individual employee to achieve security for himself and his family.

None of this is any more seriously disputed, said Dr. Davidson. Nor is there any serious questioning of the principle that government too, especially the local governments, has some responsibility.

Clearly, some of the necessary social, health, educational and economic needs of individuals in our complicated modern industrial society can be met only by the action of governmental authority at some level, and not many question that. But what a good many people do question is the extent of governmental intervention that is necessary or desirable in the human welfare field.

The concern is even greater when big governments are involved in services affecting the people of the nation as a whole, than when the governmental intervention is confined to a limited jurisdiction, he added.

Dr. Davidson then proceeded to an examination of some of the factors affecting the apportionment of responsibility for meeting the universally recognized need for personal and family security among the individual himself, the employer and government.

There is no need, he said, to dwell on the role and responsibility of the individual. The individual is still, and must be in any democratic form of society, primarily responsible for achieving his own and his family's wellbeing and security. The difficulty arises from the fact that not all individuals are equally endowed with skills or knowledge or opportunities. Consequently, some form of collective community help must be forthcoming for those who cannot, whatever the reason, provide entirely for their own security needs.

The question is: "What group?"

Most believe that the family should be the group. More and more, however, it is coming to be recognized that the family, and the religious sect or work group, while able to deal with many of the social and economic problems that lie beyond the ability of the individual, are themselves too narrowly circumscribed and too limited in their resources to cope with the major hazards of modern industrial society. These hazards must then be dealt with through the collective action of the whole community, Dr. Davidson said.

The next question is: "What do we mean by community?"

It is capable of many meanings: among others, what we choose to call "government action". At whatever level this govern-

mental action may be undertaken, it should always be recognized, he said, that the machinery of government is the "chosen instrument" for community action in the achievement of a measure of security for the group.

The bogey of the "welfare state" has done a lot in recent years, Dr. Davidson feared, to becloud our understanding of this important fact. As a result, we tend too often to think of the non-governmental social plans, including those developed by industry, as something different—inherently better or inherently worse, according to our particular point of view—from the programs operated under public auspices. We look upon the public and the private programs as largely separate and independent one from the other. We tend to forget that they are not two separate things but rather separate manifestations of the same thing.

"Both endeavour through different forms of organization to fulfil the sense of mutual obligation within the group, large or small, that we have chosen to call the community," he said.

If we can accept this double concept of the relationship between public and voluntary enterprise, said Dr. Davidson, then the problem of establishing the proper roles for governmental and non-governmental action in social security matters becomes much simpler.

The infinite variety of the pattern of governmental and non-governmental relationships in the social security field is, of course, but a symptom of the way in which our programs have evolved by patient democratic processes down through the years.

So long as the *laissez-faire* concept of government prevailed, the private agency was almost the sole instrumentality by which the community sought to discharge its social service responsibilities, Dr. Davidson said. As *laissez-faire* began to give ground to a more positive and dynamic concept of the role of government in society, some of the responsibilities in the social welfare field began to shift from the voluntary agency to governmental authority.

In a recapitulation, Dr. Davidson said he had endeavoured to establish that:—

1. In our complex industrial society the individual can no longer be counted on as having the capacity and resources to meet all the contingencies which he and his family may have to face;

2. The community in consequence had a responsibility to provide support and reinforcement in these circumstances;

3. Whether the community discharges its responsibility through action of a non-governmental or governmental instrumentality, it is utilizing in either case a "chosen instrument", which the community itself has established, by free and democratic processes, to meet social and economic need.

Dr. Davidson proceeded then to examine what he described as "a particular type of non-governmental approach—the labour-management, employer-employee plan for meeting health, welfare and security needs."

Such plans, said Dr. Davidson, while "non-governmental", cannot be regarded as voluntary, except by stretching the ordinary meaning of the term.

The contract established on the basis of collective bargaining and agreement has in it some of the elements of compulsion and statutory obligation which are characteristic of governmental rather than non-governmental initiatives in the social welfare field. But perhaps this is only a refinement: basically, otherwise, the employer-employee programs in the social welfare field belong clearly to the family or non-governmental undertakings. Indeed, there is a disposition in some quarters to argue that the approach of labour and management to the achievement of social security for employees and their families holds greater promise of success than does governmental action, and that consequently government should stay out of the field and leave the job to be done through the time-honoured industrial relations process of patient collective bargaining and employer-employee agreement.

A great deal has been accomplished in the field of industrial health, welfare and pension plans under the stimulus of collective bargaining, said Dr. Davidson.

There is no doubt, said Dr. Davidson, that these plans have accomplished much that is good and that they have brought countless benefits to a great many individual employees and, taken as a whole, have added significantly to the sense of security of large segments of the working force of Canada.

No person who is concerned with the development of adequate social security for the Canadian people would ever suggest anything other than the maintenance, and indeed the strengthening, of these industrial social security programs as indispensable elements in the building of an over-all structure of social, health and economic security to meet the needs of an important section of our people.

Dr. Edwin E. Witte

"This is an age of rapid economic change. Nowhere has economic change been as great and continuous as in the two friendly neighbours, Canada and the United States," Dr. Witte, the banquet speaker, said.

Taking for his subject, "Security and Economic Change," Dr. Witte referred to the economic changes that have taken place, primarily in the United States, during his 70 years of life there.

Equally, if not more significant, he said, have been social changes of economic import. Among these, he would mention only changes in the labour force and in business organization. For one, he said, the labour force has become much better educated. In his home state of Wisconsin—"a leader in progressive labour legislation"—as recently as the First World War the only educational requirement for full-time employment in a factory at age 14 was completion of fifth grade or six years' schooling. Today, a high school education is the minimum insisted upon by many employers for any sort of industrial employment. Increasingly, industry demands a college education for all workers whom it will consider for executive positions, and for an ever-growing number of technical, professional and scientific lines of work, post-graduate training has become necessary.

Not less important, Dr. Witte noted, has been the increase in the employment of women and the decrease in child labour.

Significant also has been the ever-increasing importance of associations and associational effort in the economy of the United States, he said. More than 95 per cent of all manufacturing is now carried on by corporations, with ever higher percentages in finance, insurance, rail and air transportation, said Dr. Witte. "Trade unions, co-operatives, farmer organizations, trade associations, and employer and professional organizations, all, veritably, have become a part of what we like to call 'the American way of life.'"

These changes have given rise to many problems, said Dr. Witte, but there can be no doubt that, at least in the economic sphere, they have represented progress—an improved standard of living, a better and longer life for the great majority.

While for a time Canada appeared to be making economic progress more slowly than the United States, he said, since the Second World War growth has been more rapid than that of his country. The promise of still more and even greater progress in the decades ahead seems bright in both countries.

Note must be taken of automation in appraising the possibilities for economic growth, Dr. Witte said. As it will in most fields require large new capital investment, new knowledge and skills, it will probably be slower in coming, but automation

presents possibilities for greatly reduced costs of production and wider use of many products, he said.

As in the past, non-material developments are likely to operate not only to assure continued economic progress but to speed its momentum, Dr. Witte said. These he enumerated as research; promise of improved industrial relations; improved knowledge and action in forestalling, mitigating and ending depressions; prospect of more and better-trained scientists and professional and technical workers; and a growing appreciation of the interdependence of all peoples, overshadowing differences of race, colour, creed and beliefs.

Although our two nations have the highest per capita incomes, which makes for the best progress for security, it does not mean that there is no longer any poverty or need in these countries, Dr. Witte said. According to a recent study of low income families in the United States, it was found that 20 per cent of all families and 64 per cent of all unattached individuals had an income of less than \$2,000 in 1954.

Although it is true that the unemployed include a high proportion of marginal workers, particularly in periods of high employment, most people are poor because they never had large earnings or because of an unusual amount of sickness in the family, or because they are not in good health, are members of minority groups or live in areas which have not enjoyed the same measure of prosperity as the rest of the nation, he remarked.

Social security, Dr. Witte noted, is not a recent phenomenon. He told how workmen's compensation laws were the earliest form of social insurance in the United States. He pointed out that under these laws, the costs of industrial accidents are not imposed on the employers but are shared by employers and workers and ultimately become a part of the costs of production borne by the consumers.

It was not until the Depression that any new form of social insurance was adopted in the United States. Unemployment insurance legislation was first enacted in Wisconsin in 1932, Dr. Witte stated, but did not become widespread until the passage of the Social Security Act of 1935. In this one Act, he remarked, were included a federal old-age insurance system, stimulation for the enactment of state unemployment insurance laws, the beginnings of federal aid to the state for specialized forms of public assistance, and federal aid for many types of state and local health and welfare services.

In the nearly 20 years since then, Dr. Witte noted, the social security institutions contemplated in the Social Security Act have been extended and improved and others have come into being. Despite all the progress which has been made, social security in the United States is still very incomplete and far from even reasonably satisfactory, he declared.

There is still a widely held view that social security is inconsistent with free enterprise, Dr. Witte continued. To many, social security either is socialism or a long step towards it, for no more logical reason than that the word "social" occurs in both terms, he said.

"Social security is not inimical to industry, thrift and free enterprise but a bulwark for these economic virtues, needed at home and most valuable for our safety in the troubled world in which we live."

What will be the effects of social security programs depends upon what they propose to do and still more upon what they actually provide. "It is possible," he said, "to make of social security something of an unrealistic Santa Claus program. Emphasis in social security can be placed upon redistribution of wealth or upon the much less radical concept of assuring a necessary minimum income for a reasonably satisfactory existence for the individual and the family on the occurrence of the immediate, personal hazards of life."

As institutions for the redistribution of wealth and income, social security programs have proved quite feeble, Dr. Witte said. There are more direct and effective means for redistributing income and wealth, he said, citing tax policies as one.

Social security institutions do not have their principal justification in their effects upon purchasing power, promoting full employment and economic stability and prevention of hazards, Dr. Witte observed. While they have some values in these directions they have not been, and cannot be, their main objectives.

We would not look to government alone for the minimum protection against the consequences of the occurrences of the personal hazards of life, he continued. In an economy of free enterprise, the primary responsibility for his economic support rests upon the individual and his family. This has not been altered by social security. All social insurance benefits are conditioned upon prior and, usually, recent and extensive employment.

As social security has developed in the United States, the greatest growth in recent years has been in industrial security programs, Dr. Witte stated. This has come

about, in large part, through prodding from labour but also because of the belief, widely held in industrial circles, that government should be kept out of the picture; that its encroachments threaten private enterprise. He did not share that view, he said, but he did believe that industry has an important role in social security, broader than contributing to the costs of government programs. That role is to supplement these programs by collectively bargained or industrially established private security programs to provide better protection to its employees and their dependents than they get from government programs standing alone, he declared.

Government should, and it alone can, provide minimum necessary security protection to all Americans and their families in all personal contingencies of life. But it can and shall attempt no more than such necessary minimum reasonable protection. Social security, as I conceive it, is not a featherbed, nor a concrete floor, but a net to catch those who fall. For the luxuries and even some of the comforts of life, under the American philosophy of social security, dependence is placed upon the individual and the family, with assistance from the employer.

It is at this point that industrial security programs must come in. Along with management, the industrial workers are the greatest contributors to our marvellous production. Those who contribute actively to production have a strong claim for additional security beyond the reasonable minimum which government alone can assure. Both in the United States and Canada, industry is increasingly meeting its responsibilities in this respect.

This does not lessen the need for governmental social security programs. Assurance of a minimum income for all people in all contingencies of life is an absolute essential, which no modern nation can afford to neglect.

There is not, Dr. Witte said in conclusion, just one sound governmental social security program. Social security programs, to be sound, must vary with and reflect history, the traditions and the total institutional pattern of the particular nation in which they are instituted.

Canada has utilized British and American experience in formulating its social security programs but has not blindly copied what these other nations have done.

President Roosevelt, in one of his messages on social security, said: "We will make the greatest progress if we look upon social security not as a finished product but as an objective towards which we strive, ever realizing that what we have can and must be improved."

W. Allan Campbell

"Is our Canadian economy an industrial economy?" asked Mr. Campbell, who spoke on "Private Enterprise and the Security Issue".

That the national economy has changed from an agricultural to an industrial basis is definitely established by the changing pattern of the labour force, he said. Since 1939, the agricultural labour force has decreased 40 per cent; while the manufacturing labour force has increased 107 per cent. In the space of one generation, Canada has changed from a producer and exporter of mainly primary products to a producer and exporter of mainly manufactured goods.

The feeling of need for security is a very powerful force, said Mr. Campbell, and to a large measure human progress depends on this drive by individuals. It also finds expression in government defence budgets and welfare budgets, in the investment portfolios of insurance companies, institutions and pension funds. The drive is also there in industrial management, finding expression in wider diversification of products, in research for new and better products, in advertising to strengthen market position and in increasing capital expenditures for better and more efficient means of production.

This drive for greater security on the part of industrial management is possibly the greatest single assurance of security for industrial workers. Unfortunately, it is often overlooked and ignored; so when we talk of security as we do today, I can assure you that management is very much aware of this problem and its implications and ramifications, both as it affects the individual employee and the company.

Security as seen by management is a means to an end, not an end in itself, Mr. Campbell said.

Social security is a means to a stable national growth, to stable industrial employment, to a steadily rising standard of living and to the growing productivity of both labour and capital, which alone makes a better standard of life possible for everyone.

If then, there is a security problem, and I believe there is in some form, it is one of emphasis and degree: of perhaps trying to protect ourselves against every form of change as well as of adversity; of seeking to be safe to an extent that we disregard the very essence of economic and personal security, namely that we all earn enough to pay our way and stay solvent.

This quest for personal and social security, except where it is synonymous with thrift—in saving to provide ourselves with the means to insure against and to tide over difficulty and adversity when they appear—has, I believe, become an exaggerated and perhaps even perilous feature of our modern society.

We are reaching the point, said Mr. Campbell, both in the collective bargaining demands on corporations and in the growing number of government security programs especially, where we have no

choice but to take stock and decide how much security we can afford, which are the more urgent and beneficent measures to adopt and retain, which can be dispensed with safely and fairly and just how we are going to finance them.

Mr. Campbell quoted from a paper by Prof. C. L. Barber, of the University of Manitoba, on the cost of public welfare expenditures to Canadians, in which he showed that peacetime national defence costs, as a ratio of our national income, have risen from one-half of one per cent in 1929 to more than nine per cent in 1954. Tax revenues, at all levels of government, had, he showed, in 1954 reached 31.1 per cent, as contrasted to 30.1 per cent in 1944, when war expenditures were at their peak.

Thus, said Mr. Campbell, social security must be viewed not as an isolated case but in relation to the already high load of government tax revenues and expenditures. Moreover, at the provincial and municipal levels we are faced with costly programs for education, housing and highways.

There is, he said, a mistaken tendency to refer to social security expenditures as "public welfare measures". All expenditures of government are intended for the public welfare, and "what we really mean by these social security expenditures is public assistance programs which transfer to individuals and families payments which are not directly earned—except partially in the case of unemployment insurance benefits."

Federal and provincial social security costs are estimated by Prof. Barber to have risen as a percentage of the national income from slightly more than one-half of one per cent in 1929 to more than six per cent in 1954. Allowing for municipal expenditures and hidden administrative costs, this is estimated by another economist at more than eight per cent. Thus, social security now ranks close to national defence as our greatest single item of public cost, Mr. Campbell said.

If this were the end of the story, he continued, we could all agree, perhaps, that we have kept within reason in what has already been done in respect of unemployment insurance, family allowances and old age pensions; that what has already been done may even have acted as a stabilizing and sustaining influence on purchasing power and may even have contributed to the goal of high productive employment.

Many thoughtful Canadians would question this optimistic conclusion, he said, but the situation is gravely altered by new

security, welfare and health measures which have been proposed or are actually under way.

Again quoting Prof. Barber, Mr. Campbell said he estimates proposed new extensions of government security measures, omitting health and hospitalization plans, would add a further \$650 millions annually to the Canadian tax burden. The federal-provincial hospitalization and health packages proposal is estimated to cost some \$365 millions more annually. On the United Kingdom model, this proposal would cost annually well over \$600 millions extra, he declared.

Significant developments have taken place recently in our general system of social security, Mr. Campbell said, and the time is approaching when we should seek to review and possibly revise our social security structure in order to get the best value for each dollar spent. There is need also to avoid duplication between government and industry, he said.

On the short-term and long-term aspects, Mr. Campbell quoted the view of a Canadian economist who predicted that the role of government in the social welfare field will continue to grow for a time because government will assume increased responsibilities in the field of education, housing and health. With the adoption of adequate schemes covering these sectors, however, the major phase in the development of our social welfare system will be completed, since minimum needs will have been met.

"There will be a growing resistance to extending social welfare beyond that point because people will develop a preference to spending their incomes as they wish rather than pay more taxes," he said.

Undoubtedly, Mr. Campbell observed, responsibility at the present time is a divided one. So long as we are a free society, the individual must bear some share. Yet we have gone beyond the old *laissez-faire* period when everything was left to the individual. We live in an age when some responsibility for security necessarily falls on the State and some on industry itself—both organized labour and management.

There is a limit, admittedly difficult to find, beyond which industry and government should not be expected to go and it appears possibly that this area should establish the basic level of social security and, beyond this, the individual must assume responsibility.

In the field of health, we can easily agree that the state not only carries certain responsibilities but also that in specified fields—such as the prevention of epidemics, the provision and distribution of immunizing agents—the State can actually act faster and more efficiently than private agencies.

Mr. Campbell proffered two main criticisms that apply more or less equally to the State and to the trade unions as a whole. First, he said, they have tended to eliminate, or at least restrict progressively, the individual's responsibility for his own security. Second, they have frequently clouded and confused the limits and areas of security responsibility as between industry and the State.

One aspect of the security problem as it exists today, Mr. Campbell said, is the gradual tendency towards the restriction of the mobility of labour. This, he said, has definite drawbacks, both from the standpoint of government and labour, as well as industry.

It is well understood between management and labour that what results from collective bargaining negotiations and agreements is a specified and measureable "wage packet", Mr. Campbell said. The union may forego some or all of a wage increase in order to secure fringe benefits. The new drive for guaranteed wage plans, or supplemental unemployment benefits, goes well beyond the concept of a predictable wage packet, he said. "I understand that no such plans are actuarially predictable, even when they set a ceiling (as existing plans now do) on the employer's total liability to the fund."

Another criticism, said Mr. Campbell, is the threat of confusion between industrial hospitalization and health plans and the new federal-provincial hospitalization and health proposals.

If the latter, as seems likely, replaces all or part of existing industrial schemes, it means that industry—in some form or other will be taxed for the public plan. Where, then, do existing contracts stand under such a situation? If an industry in good faith negotiates such a plan of its own with its union, it is part of the total "wage package" agreed upon. But if industry is to be taxed—as ultimately it must be—to finance a public plan, then it faces a very serious problem of paying twice for the same thing.

Mr. Campbell suggested that, in meeting the "real and growing" security program, management's primary responsibility to society, as well as to its own shareholders, "is to ensure that earnings are well maintained and that new capital investment is kept up". This is possible only when based on re-invested earnings or on a good earnings record, he declared.

All economists are agreed, he said, that the investment process in our type of economy is the principal and indispensable key to continued economic growth and to the maintenance of a rising level of high productive employment.

Anything which threatens this process is harmful to everyone, perhaps to the hourly-rated worker more than to anyone else. It is only out of the earned "wage package" that payrolls can be met. It is only out of expanded investment that a rising total labour force can be employed.

Industry, said Mr. Campbell, has been doing much to even out production as much as possible, thus avoiding the peaks and valleys which existed years ago. The challenge still remains, he said, although not facing industry alone, of altering the buying habits of people and the many things they have become accustomed to expect.

Industry welcomes the devising of a better over-all pattern of social security, he said in conclusion, but not one which involves any larger net burden of taxation to the individual or to the corporation, "simply because any higher level would seriously menace the whole savings, investment and earnings process out of which all security costs must be paid".

Industry will play its role, said Mr. Campbell, but we must not fail to recognize that private enterprise, as we know it, cannot be divorced from individual enterprise. "Industry sees the real key to social security as being an expanding and healthy economy, from which all groups will benefit but all must work for it. There is still no sound substitute for work!"

Nat Weinberg

"Man is not merely an instrument of economic activity but the purpose of economic activity...not merely a tool for the production of wealth" but also "the reason why we engage in productive efforts. ... Man is not a means to an end, he is the end itself."

This was the opening premise of the address of Nat Weinberg, Director of the Research and Engineering Department of the United Automobile Workers, on "A Union View of the Security Problem".

As Mr. Weinberg was unable to be present to deliver the address himself, it was read by Carrol Cobourn, also of the UAW Research Department.

Thus we think of man, not as a collective abstraction, but as an individual human being, Mr. Weinberg went on to say. "He does not exist to serve the economy. The economy exists to serve him." For this reason we reject the idea that the welfare of the individual should be sacrificed to the general welfare. In those cases where the individual is called upon to make a sacrifice for the sake of the common good it is the duty of the community to ease the hardship for him as much as possible.

This was diametrically opposite to the philosophy of totalitarian societies, in which "millions of individuals may be starved to death in order to achieve the collectivization of the farms. Or millions of individuals may be sent to the gas chambers to protect the alleged 'purity of the race'."

Nevertheless, Mr. Weinberg continued, although we do not allow individuals to inflict suffering on others in the name of the common good we do allow hardships to be inflicted on individuals by impersonal economic forces. Although this was better than the morality of the totalitarians it did not go far enough, the speaker contended. Although we have made progress in the past three decades "we have not yet raised our moral sights to the point where we reject outright the notion that it is entirely legitimate for most of us to profit from the sufferings of some of us".

As an illustration, Mr. Weinberg said that during the 1953-54 recession in the United States, which was called in many quarters a period of "healthy readjustment," those who were unemployed as a result of the readjustment could have been cared for by the rest of the population, who supposedly were benefiting by the readjustment, by the undertaking of public construction paid for by the taxpayers. Or better still, the government could have taken steps to prevent the occurrence of the maladjustments which made the readjustment necessary, or could have corrected them before they brought on the recession.

Since by and large none of these things were done, "the many were acting on the essentially totalitarian principle that the welfare of the society is sufficient excuse for damage to the welfare of the individual," Mr. Weinberg contended.

As another illustration of the sacrifice of individuals in the interest of the community, consider for a moment the question of mobility. Whenever it is proposed to add to the security of workers through collective bargaining the argument is raised that the mobility of labour will be impaired. This was true of seniority, it was true of pensions, and, more recently, the mobility argument was one of the most widely used ideological weapons in the fight against the guaranteed wage.

Mr. Weinberg agreed that mobility of labour was desirable, not as an end in itself, but only "as a means to the maximization of total production through optimum allocation of labour. He went on to argue that since society benefited by this mobility of labour, society and not the individual worker should be required to pay the price of it.

He said that when changes in consumer preferences lead to the decline of one industry and the rise of another we ought to be willing that the price of the new product should include provision for "a bonus sufficient to attract workers to move voluntarily from their old jobs into the new ones created by our shifting preference". Instead of this, he claimed, the proponents of the mobility argument said, in effect, that when a worker "gets hungry enough he will take a job in the new and expanding industry created by our new preferences even if his new job pays less than his old".

The same people argued, Mr. Weinberg said, that "it would be a mistake to provide unemployment benefits adequate to sustain his family decently while he is between jobs because then he will not take the new job as quickly as we would like him to".

The objective of mobility could be attained, the speaker contended, without "making the worker the victim of perpetual insecurity" by a national policy of full employment, which "would make the worker much more willing and much more able to take the risks of greater mobility".

That the effects on worker mobility of collectively bargained security programs had been grossly exaggerated, Mr. Weinberg said, was shown by the fact that the labour force of North America, "which is the only sizeable labour force in the world that has widespread seniority protection and pensions, is probably the most mobile labour force in the world".

Mr. Weinberg claimed that if the decline of an industry leads to the creation of a depressed area while jobs are available elsewhere, the community should pay the moving and other expenses incurred in the migration of workers to the places where jobs are to be had.

In regard to workmen's compensation, which had been opposed at first, although the recognition of the principle of compensation for injuries was an important step forward, the speaker said that benefits paid were often "at shamefully inadequate levels" and constituted "little more than insubstantial gestures" in the direction of the collective responsibility for individual risks which the laws theoretically assume.

The same was true, he said, of unemployment insurance. He cited recent cases of what he considered callousness towards the unemployed on the part of highly placed members of government. He said that although the Department of Labour had for some years been making studies of seasonal unemployment he could not find that any "substantial" action had been taken towards developing alternative sources of seasonal employment. "The number of

workers who are cast adrift every fall and winter remains a national disgrace," he said.

Mr. Weinberg said that the average weekly unemployment benefit in the United States last year was such that more than 67 per cent of the cost of "the failure to meet the collective responsibility (for full employment) was saddled on individuals who were no more guilty than the rest of us for the lapses from full employment". By the same method of reckoning he found that Canada's record "was slightly worse than that of the United States".

Going on to the question of old age security, the speaker said that by providing pensions for retired workers we recognized "a social responsibility"; but again, he said, "implementation of the principle falls far short of our moral pretensions". He referred to the "magnificent" sum of \$40 monthly not payable "as a matter of right" until after age 70 in Canada. In the United States, he said, the Social Security Act pays pensions to workers retiring at age 65 but even there the primary benefit last year averaged less per month than the earnings of the average manufacturing worker per week, although the benefit levels were substantially higher than in Canada.

In correcting the inadequacies of social security legislation through collective bargaining, we have tried to do so in ways that would benefit not only our own members but all others who are covered by the legislation involved. We have learned to use the collective bargaining process as a tool to achieve legislative objectives.

After consultation with an advisory committee of distinguished experts we determined to conduct our collective bargaining on pensions on a basis that would not undermine but rather would strengthen the drive for increased public pensions.

In pursuance of this policy, he said that the pension agreement negotiated with the Ford Motor Company in 1949 provided for "direct integration", the company-paid pension being applied together with the pension paid under the Social Security Act to make up a certain sum. In this way the larger the amount paid under the Act the less the company's trust fund had to pay.

The result was soon apparent in the substantial raising of the size of public pensions, the speaker said.

He said that auto workers in the United States can now count on receiving from company and public sources together a monthly pension nearly equal to three weeks wages for the average worker prior to his retirement. This he considered a pension "approaching adequacy".

We expect to see similar progress in unemployment insurance benefits now that we have established through collective bargaining the principle of the guaranteed wage or,

as we prefer to call it, guaranteed employment. During the union's drive before negotiation of the agreement, in state after state improved benefits were provided under the unemployment compensation laws.

He thought that the outlook was even more favourable in Canada than in the United States. In nearly all of the states unemployment insurance was paid for entirely by the employers, and tax rates paid by individual employers varied with the amount of benefit drawn by the firm's workers. This tended "to reduce and to some extent to obscure the savings obtainable by the corporations under our agreements through increases in public unemployment insurance benefits".

In Canada, on the other hand, where the workers and the government also bear part of the cost and all employers are taxed at the same rate, there would be obvious and substantial savings to companies operating under guaranteed employment agreements, even making allowance for the possible effect of higher benefits in increasing taxes on payrolls, he asserted.

However, the speaker declared, the unions' real aim was not to win higher benefits "but to promote steady employment week by week throughout the year".

As a result of the savings to be made by doing so, "corporations are intensifying their efforts to level out the peaks and valleys of employment," he said, although he admitted that there was a limit to what an individual company or even an industry can do to stabilize its own operations in the face of instability in the economy as a whole.

Mr. Weinberg expressed confidence that in the United States the motor companies that had established SUB plans would "do much more than they have in the past, both within their own plants and in the national capital, to protect these trust fund reserves from being drained by workers whose layoffs could be avoided". He added that this applied to Canada also.

He pointed out, however, that "our present agreements are not the last word on the subject—they are just beginning". He expected that later negotiations would add to the benefits under these plans in the same way that pensions had been built up from comparatively modest beginnings.

The speaker raised the question whether a thing which was morally sound was of necessity economically sound. He thought that it was, or at any rate should be. He defended such measures as pensions and guaranteed employment plans from both the moral and the economic point of view.

The thought that increased economic security for the individual contributes to increasing security of the economy as a whole

is at least suggested by the fact that the period since we began to pay serious attention to the development of national social security programs has also been one of unparalleled economic progress.

Mr. Weinberg also derided the idea that "you cannot have both security and freedom," asserting that "whether we like it or not we are living today in a closely integrated society and an economy in which social decisions continually affect business." He said that businessmen did not hesitate to ask for government assistance for themselves, and objected to government "interference" only when it hampered them in taking "the maximum profit the market will bear" or when it taxed away part of the businessman's profit "to assist those who do not share his freedom from concern as to how his personal needs are to be met from day to day".

With regard to the cost of social security measures he argued that "the social and economic costs of insecurity are almost invariably even greater". He asserted that if there was any truth in the claim, as he thought there was, that existing social security measures constitute a stabilizing force in our economy which might well have contributed to prevent at least one post-war depression, then the cost of such measures must be weighed against the "immeasurably greater cost of an economic recession".

In conclusion Mr. Weinberg, reverting to his opening proposition, said that the trade unionist had before him in collective bargaining "the concept of man as the purpose of economic activity". The representatives of management, on the other hand, "from the very nature of their function are required to consider man essentially as an instrument". The frequent conflict between the two sides he believed "stems from that basic difference in philosophic concepts".

"Fortunately for the welfare of our economy the trade unionist seems usually to be on the winning side," the speaker said. "We never get all we want—at least in the first round—but every year marks new advances in security that we have won for our members, and I can promise you every year marks new goals that we set for the future."

Panel Discussion

A panel discussion, led by a representative of labour and a representative of management and under the chairmanship of Dr. G. A. Ferguson, of the McGill Department of Psychology, ended the conference. The discussion leaders were Marcel

Franco, Quebec Federation of Labour, and Dr. W. Harvey Cruickshank, Bell Telephone Company of Canada.

Listening to a discussion on security is something very close to his heart, Mr. Franco said, because a union's purpose is to get security for its members. "Security, it seems to me, is the strongest of human urges of self-preservation. . . . Everyone who is not either in his mother's arms or a moron feels insecure today."

A great deal of insecurity arises from lack of knowledge of what is happening, from the international level down to the personal level, said Mr. Franco. It is better to know what are the facts to be faced and know where we are going. Truth does not make for insecurity, he thought.

To illustrate his point, Mr. Franco said:

What do you think people feel who work in an establishment which will do away with at least half of them? The employees are not supposed to know but they all do. They are wondering from day to day what is going to happen to them and who is going to be let out. I think it might be good to come straight out and say: "We have got to get this machine and some of you will have to go as of such a date and you might as well provide for it now". Instead of having 325 insecure people, they would have 150 who would know they were going to be let out and could make provision for it.

That, said Mr. Franco, is a type of insecurity that we create ourselves within our own society and perhaps we can do something about it.

Referring briefly to the role of the State, Mr. Franco said: "Any government which out of fear of being termed socialistic refuses to provide for the safety, welfare and happiness of its people is not going to remain the government very long."

Another factor making for insecurity Mr. Franco mentioned is arbitrary retirement at the age of 65. A man, he said, earning good wages, maybe \$5,000 a year, is told to go; and drops from \$500 to \$50 a month.

Speaking for management, Dr. W. H. Cruickshank expressed himself somewhat concerned over the extent to which the conference had directed its attention to security in the materialistic sense.

"Security," he said, "implies something in living, in my opinion, that is not subject to crisis." In personal or in national life, through the centuries, material possessions have been more subject to crisis than any other phase of living, he observed.

He would rather equate security to a feeling of happiness, to confidence and the absence of major fear.

In talking, as an industrial physician, to people with problems, said Dr. Cruickshank, he found that most problems of living tend to fall in one of six or seven

areas: finance, sex, philosophy as related to physical and spiritual well-being, social, avocation and vocation.

While leaders of industry and of labour have an obligation to contribute to the security of employed persons, Dr. Cruickshank said he would define security as "happiness which comes through a sense of responsibility, through satisfactions resulting from achievements, from confidence and the absence of major fears".

Mr. Cobourn referred to the feeling of insecurity arising from the introduction of automation. If automation should develop with increasing rapidity, he said, there is a real danger that a substantial number of skilled workers will find there is no longer any market for their particular skills. The only answer, Mr. Franco said, is "integration of large-scale programs of re-education". It is, he said, a matter to which the trade union movement, management and government should give serious consideration.

"I think this is going to be one of our major problems within the foreseeable future," said Mr. Cobourn, "the need for helping workers to acquire new skills when their present skills have become obsolete, and I am quite sure that if we don't tackle the problem we will have a great many workers presenting Dr. Taylor and Dr. Cruickshank with very deep-seated and very justified problems of insecurity."

Asked what concrete proposals are being made by the unions to deal with the problems created by automation, Mr. Franco replied with a reference to the typographical union which, with the introduction of the linotype machine 50 years ago, went along with it and saw to it that the interests of their members were protected.

We all know that in the long run we will all benefit, he said, but right now our concern is with the temporary aspects and what can be done to retrain the worker whose skills are no longer required. These problems the unions are studying, he said, and it can only be done by working hand-in-hand with the company and dealing with them as humanely as possible.

Income security is tremendously important, Dr. Witte reiterated. While security is a much broader matter than just income security, he agreed, "for a very large number of people—not the doctors, not the psychiatrists, not even the college professors—it is of primary consideration. With quite a lot of people in both Canada and the United States, that is the insecurity they are talking about and we have not solved it today."

1956 Research Grants Announced

Four universities receive grants under Labour Department-University Research Program for studies in the labour-management relations field by faculty members or graduate students. Grants made now total 26

Research grants to four Canadian universities were authorized last month under the Labour Department-University Research Program. Such grants, for research in the field of labour-management relations, are made by the Department of Labour each spring under the joint research program with the country's universities.

The four universities were: University of Montreal, McGill University, University of Toronto and the University of British Columbia.

The projects approved under the program, which were proposed by members of the staff or graduate students of the four universities, and the persons who will undertake them, are:—

1. A study of the economic interpretation of collective agreements, by Prof. Maurice Bouchard of the Economics Department, University of Montreal.

2. A study of employee relations in the federal Civil Service, by Prof. Saul J. Frankel of the Political Science Department, McGill.

3. A study, particularly from the point of view of indexing, of the *LABOUR GAZETTE* as a source of material for labour research, by R. Brian Land, graduate student at the Library School, University of Toronto.

4. A comparison and critical annotation of Canadian collective bargaining statutes, by Prof. A. W. R. Carrothers of the University of British Columbia Law Faculty.

The four grants authorized this year bring to 26 the number of studies that have been supported under the program. To date, 14 reports have been completed and forwarded to the joint Labour Department-University Research Committee, on whose recommendations the grants are paid.

The studies for which grants were authorized in 1954 and 1955 were:—

The Courts and the Labour Relations Boards, by Prof. G. McAllister, University of New Brunswick.

Arbitration Board Procedures and Awards in the Province of Quebec, by G. Beausoleil, McGill.

Conciliation Board Techniques in the Province of Ontario as a Means of Settling Industrial Disputes, by A. Porter, University of Toronto.

Settlement of Labour-Management Disputes in the Ontario Textiles Industry, by Mrs. Sheila Eastman, University of Toronto.

Criteria Used in Conciliation Cases in the Canadian Railway Industry (Non-operating Unions), by Prof. Sylvia Wiseman, McGill.

Influence of Background and Social Relations on the Decisions of Conciliators and Arbitrators, by Mrs. Elaine G. Wrong, University of Toronto.

Conciliation in the 1954-55 Ford and Chrysler Negotiations, by Prof. W. G. Phillips, Assumption College.

Conciliation and Arbitration under the Alberta Labour Act, by Prof. G. F. MacDowell, University of Alberta.

Industrial Relations Policies in the Ontario Agricultural Implements Industry, by Mrs. Sheila B. Eastman, University of Toronto.

Studies for which grants were authorized during the period 1951 to 1953 inclusive were listed in the April 1954 *LABOUR GAZETTE*, page 540.

One study supported by the program has been published as a book, *Municipal Labour Relations in Canada*, by S. J. Frankel and R. C. Pratt.

Another study to which financial support was given is in the process of publication: *State Intervention and Assistance in Collective Bargaining: The Canadian Experience 1943-54*, by Prof. H. A. Logan of the University of Toronto.

A volume edited by Prof. H. D. Woods of McGill, composed of five of the studies dealing with the settlement of industrial disputes in various industries, is also being prepared for distribution.

Preliminary plans are also being made for the circulation of other studies. Summaries of those now in the process of publication will appear in later issues of the *LABOUR GAZETTE*.

Industrial Fatalities in Canada during First Quarter of 1956

Deaths from industrial accidents* decreased by 103 from the previous three-month period. Of the 248 fatalities in the first quarter, the largest number, 48, occurred in manufacturing; 45 in transportation

There were 248¹ industrial fatalities in Canada in the first quarter of 1956, according to the latest reports received by the Department of Labour. This is a decrease of 103 fatalities from the previous quarter, in which 351 were recorded, including 19 in a supplementary list.

During the first quarter there were three accidents that resulted in the deaths of three persons in each case. On January 17, a plane crash in Northern Quebec resulted in the deaths of the pilot, co-pilot and the stewardess. The plane, a commercial airliner, was on a flight between Knob Lake and Seven Islands. In another flying accident on February 13 all three members of the crew were killed when their aircraft crashed shortly after taking-off from a base in the North West Territories. At Huntsville, Ont., three employees of a leather company died on March 31 when overcome by hydrogen sulphide fumes. At the time of the accident the men were removing fluid from an unused tanning vat.

Grouped by industries (see chart, p. 836), the largest number of fatalities, 48, was recorded in manufacturing. These include 17 in wood products, seven in iron and steel and five in each of the food and beverages and transportation equipment groups. In the first quarter last year 66 fatalities were listed in manufacturing, including 17 in wood products, 15 in iron and steel and eight each in paper products and non-metallic mineral products.

In the transportation industry, accidents were responsible for 45 deaths. Of these, 24 were in steam, railways, 10 in local and highway transportation and eight in air transportation. During the same period of 1955, 43 deaths were reported: 19 in local and highway transportation, 13 in steam railways and five in water transportation.

*See Tables H-1 and H-2 at back of book.

¹The number of industrial fatalities that occurred during the first quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 50 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Mining accidents caused the deaths of 45 persons during the quarter, 28 occurring in metalliferrous mining, nine in non-metallic mining and eight in coal mining. In the same period last year, 33 fatalities were recorded in this industry. These included 17 in metalliferrous mining, 10 in coal mining and six in non-metallic mineral mining.

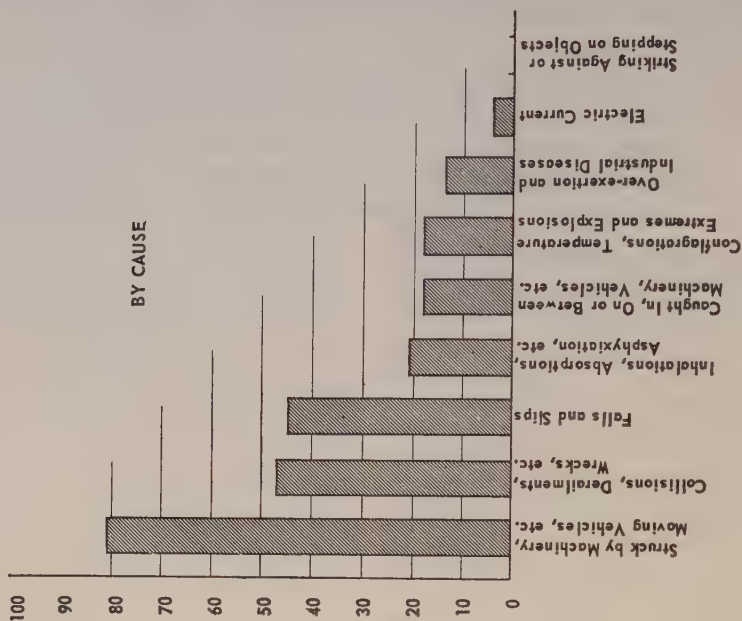
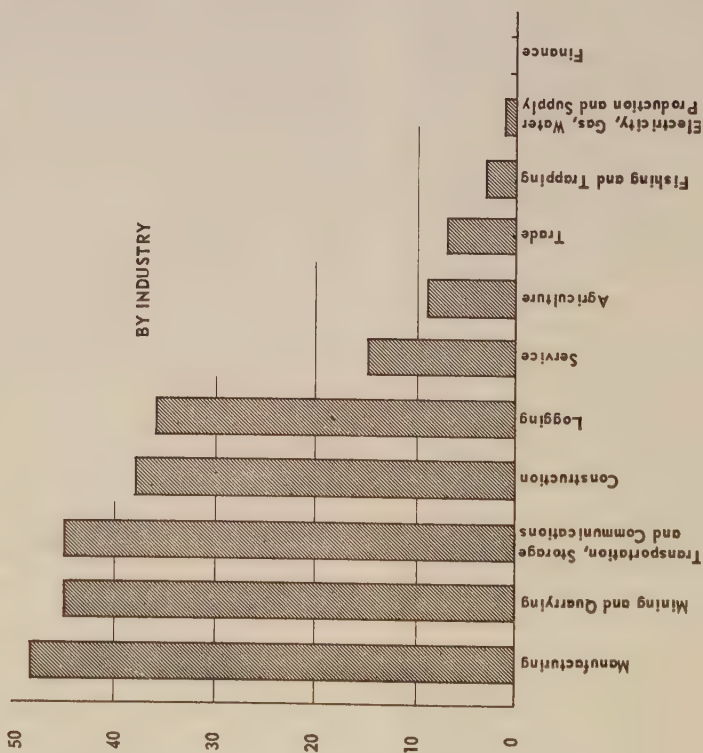
During the quarter, accidents in the construction industry were responsible for 38 deaths. Of these, 22 occurred in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction. In January, February and March last year 31 fatalities were recorded, including 13 in buildings and structures and 12 in highway and bridge construction.

Accidents in logging accounted for 36 deaths during the first quarter of 1956, a decrease of 10 from the 46 reported in the same period last year.

An analysis of the causes (see chart p. 836) of these 248 fatalities shows that 81 (33 per cent) of the victims had been

(Continued on page 869)

INDUSTRIAL FATALITIES IN CANADA First Quarter of 1956



Source: Economics and Research Branch, Department of Labour.

Atlantic Region Rehabilitation Workshop

More than 80 delegates attend, including Provincial Co-ordinators of Rehabilitation Services and representatives of provincial government departments interested in rehabilitation, and of voluntary agencies

More than 80 persons from the four Atlantic provinces, whose work contributes in various ways to the rehabilitation of disabled persons, met in Halifax from June 4 to June 8 in the Atlantic Region Workshop on Rehabilitation, the first meeting of its kind in Canada.

The Workshop was organized co-operatively by the Civilian Rehabilitation Branch of the Department of Labour and by the Provincial Rehabilitation Co-ordinators of Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland.

It brought together municipal, provincial and federal officials working in such fields as public health, welfare, vocational training, workmen's compensation and employment, as well as representatives of hospitals, the medical profession and the private voluntary agencies which serve the handicapped.

The purpose of the workshop was to give these persons, with diverse backgrounds, an insight into each other's work and problems, and to provide them with an opportunity to discuss the techniques and processes of an over-all rehabilitation program, and how they could best co-ordinate their facilities and services in the interest of the disabled.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, outlined the scope and progress of the national rehabilitation program at the opening session of the five-day meeting.

The problem of rehabilitation of the handicapped in Canada is a tremendous one, he said. The Canadian Sickness Survey conducted by the Department of National Health and Welfare in 1951 had shown 957,000 disabled persons in Canada, of whom 423,000 were seriously disabled. There were 236,000 disabled of working age, but only 55,000 were employed and these in most cases only because they had been eligible for help by the Department of Veterans Affairs or provincial Workmen's Compensation Boards, or had been lucky enough to be cared for by one of the voluntary agencies which assist the handicapped.

The Canadian rehabilitation program, he said, grew out of the need for helping all the disabled. The program was designed to fill in the gaps between existing services, and to give all disabled people the services they need.

"Here we are dealing with a segment of humanity which after centuries of neglect, can now, we know, be restored to a much more satisfying place in the community," Mr. Campbell said.

Bruce McKenzie, medical social work consultant, Department of National Health and Welfare, Ottawa, speaking on the social aspects of rehabilitation, said there is no point where social factors are not involved in the problem. As a result, in its broadest sense, rehabilitation means all-out attacks on the social problems of illness and disability; a co-ordinated attack from every angle in order to maintain the individual in a purposeful place in society.

During the week, the regular sessions were given over to panel presentations and discussions of the various steps of the rehabilitation process. The first panel discussed the intake process—the method by which disabled persons are located and brought into the rehabilitation program. Other sessions considered the role of medicine in case finding and assessment, the medical management of disabilities, the vocational aspects of rehabilitation and, finally, the last step in the rehabilitation process, the placement of the disabled in suitable employment. The Workshop also discussed the place of the private voluntary agencies in the program, and the co-ordination of all rehabilitation services at the working level.

Chairmen of workshop panels were: G. W. Crandlemire, Provincial Co-ordinator of Rehabilitation for New Brunswick; F. G. Wellard, Provincial Co-ordinator, Nova Scotia; Brig. W. W. Reid, Provincial Co-ordinator, Prince Edward Island; Walter H. Davis, Provincial Co-ordinator, Newfoundland, and T. A. Fishbourne, Chief Employment Specialist, National Employment Service, Ottawa.

(Continued on page 889)

50 Years Ago This Month

Shortage of some kinds of labour occurring in summer 1906. Wage increases reported in a number of centres. Mackenzie King achieves settlement of two strikes in Calgary during one visit to that city

A shortage of certain kinds of labour was being felt in various parts of Canada in June 1906. Coal and steel companies in the Maritimes were forced by lack of help to curtail their operations slightly. In Ontario and Quebec farm and railway labourers and domestic servants were very scarce, as also were factory hands in some of the large centres. Ship labourers were reported to be hard to obtain in Quebec and Montreal.

In the Prairie Provinces, railway building and agricultural expansion were giving rise to a demand for labour which even the heavy arrivals of immigrants did not satisfy, and in British Columbia there was a shortage of labourers in railway construction and metal mining.

Increases in wages at a number of places were reported in the *LABOUR GAZETTE* for July 1906. Builders' labourers in Quebec City had their wages increased from 15½-16½ to 18½ cents an hour. Stonecutters at Guelph, Ont., had their wages increased from \$3 to \$3.20 for an 8-hour day. Bricklayers' wages at London, Ont., rose from 40 to 45 cents an hour; and at Calgary stonemasons had their wages increased from 55 to 60 cents an hour, and bricklayers from 55 to 62½ cents an hour, as the result of an agreement reached under the Dominion Conciliation Act on June 12, after a strike which began on May 18.

Wages were raised for coremakers in Toronto from \$2.50 to \$2.75 a day, for hand compositors in Ottawa from \$13 to \$13.50-\$15 a week, and for linotype operators in the same Ottawa establishment from \$15-\$18 to \$15.50-\$19.50 per week.

A special committee recommended increases for labourers employed by the City of Montreal to bring their wages from \$1.50 to \$1.75 a day, while teamsters in the employ of the city were to have their wages raised from \$2.25 to \$2.75 a day.

Ottawa Electric Street Railway employees received an increase of 10 cents a day.

On May 18, 1906, bricklayers and masons employed by several contractors in Calgary went on strike after being refused increases, which they had demanded, of 5 cents an hour for masons and 10 cents for bricklayers.

Early in January the Calgary local of the Stonemasons and Bricklayers' Union had sent a notice to the contractors to the effect that workmen of those trades would expect that in three months' time their wages would be raised from a flat rate of 55 cents an hour to 60 cents for masons and 65 cents for bricklayers.

At the end of the three months a number of contractors began paying the higher rate. About that time, however, a large number of other contractors succeeded in forming the Calgary Builders' Exchange, and on May 4 the secretary of this new organization informed the union that the members of the Exchange after May 15 would continue to pay the masons and bricklayers the 55 cents an hour paid formerly.

Although a few contractors who did not belong to the Exchange began paying the higher rates after May 15, the rest refused to do so, and this led to a strike.

Early in June, at the request of the mayor of Calgary, the federal Deputy Minister of Labour, W. L. Mackenzie King, went to the city to try to settle the dispute.

After a four-hour meeting between the parties, with Mr. King in the chair, a settlement was reached, as a result of which a three-year agreement was signed between the Builders' Exchange and the union granting the masons' demand for 60 cents, and raising the bricklayers' wages to 62½ cents an hour, instead of the 65 cents they had demanded.

The agreement also provided that any dispute which might occur between the parties in future should be submitted to a conciliation board consisting of three members appointed by the exchange and three members appointed by the union. If this board was unable to agree on a settlement, provision was made for the appointment of an arbitrator, whose decision was to be final.

Besides arranging this settlement, during his visit to Calgary Mackenzie King succeeded in settling a strike of members of the Leather Workers' Union employed by the Great West Saddlery Co. and the Calgary Saddlery Co.

International Labour Organization

Deputy Minister Presides at Opening of International Labour Conference

Seventy countries represented by 737 delegates and advisers, largest number ever. Despite heavy agenda, two days spent on discussion of McNair Report on workers', employers' freedom from government control

Arthur H. Brown, Deputy Minister of Labour, who is Chairman of the Governing Body of the International Labour Organization, opened the 39th session of the International Labour Conference in Geneva on June 6.

Delegations from 70 countries attended the conference. Delegates totalled 258, comprising 131 government delegates, 63 employer delegates and 64 worker delegates.

There were 479 advisers in attendance: 205 government advisers, 127 employers' advisers and 147 workers' advisers.

The number of delegates and advisers totalled 737, the largest number to attend an ILO conference.

Observer delegations from a number of non-metropolitan territories, from the United Nations and various specialized agencies, and from non-governmental organizations brought to more than 800 the number present at this year's conference.

Labour Minister Mohsein Nasr of Iran was elected President of the 39th session. He received 138 votes to 89 for M. A. Raschid, Minister of Labour, Housing and Commerce of Burma. There was one abstention.

A. H. Brown

In his opening address, Mr. Brown pointed out that Jordan, Rumania and Spain had recently accepted the obligations of the "ILO Constitution, "thus becoming the 71st, 72nd and 73rd members of the ILO". He noted the conference this year had before it applications for membership from Tunisia, the Sudan and Morocco.

Mr. Brown said:

The International Labour Organization, as a world organization, has always welcomed new members from every part of the world. Such enlargements of membership afford both increased support for the work of the organization and the opportunity for enlargement of the scope and area of its effective operation.

Enlargements of membership, however, he said, meant very little in themselves unless the new member states were prepared to give effective support and adherence in matters of both domestic and international policy to the principles set forth in the ILO's Declaration of Philadelphia and to the promotion of practical programs designed to achieve the objectives contained in that Declaration.

"The increasing membership of the ILO," Mr. Brown said, "while widening and strengthening the foundations of our work, has inevitably brought in its train certain problems, particularly relating to the representation of employers and workers."

There had been considerable discussion on these problems during the past few years, he said, both at the conference and in the Governing Body, and the Governing Body had suggested that there might be an exchange of views among delegates at the present session.

The purpose of this, he pointed out, would not be in order to record formal conclusions but that the Governing Body might have some information on the general views of the delegates on the matter.

And, secondly, that the ILO should "get on with the job and so continue, whatever disagreements there may be on questions of a political character which reflect the present tensions and difficulties of the world, to make a solid and substantial contribution to the accomplishment of the purposes" set forth in the constitution and in the Declaration of Philadelphia.

He said the conference had frequently been called upon to discuss certain questions relating to fundamental freedoms and this year it had before it the question of forced labour.

He hoped the conference would "deal with this important question in an appropriate and effective manner".



—J. G. Cadoux, Geneva

A. H. Brown, Deputy Minister of Labour, is pictured (top row, with earphone) presiding at the opening of 39th International Labour Conference at Geneva. Speaking (bottom row, right) is H. Hauck, French Government Delegate.

Mr. Brown also outlined the other technical items on the agenda—the living and working conditions of indigenous peoples, weekly rest in commerce and offices, vocational training in agriculture and the welfare facilities for workers, as well as the Director-General's Report.

Claude Jodoin

Claude Jodoin, President of the Canadian Labour Congress, Canadian Worker Delegate to the conference, pointed out in his address that one of the first objectives of Canada's new labour congress would be the attainment of a comprehensive program of health care.

He referred also to labour legislation in Canada and expressed belief in the need for a larger measure of uniformity across the country; the CLC, working with the various provincial federations, he said, hoped eventually to assist in bringing about a national labour code.

With reference to compulsory arbitration Mr. Jodoin said:

There is one aspect of labour legislation on which our position is very clear and will remain clear. There has recently been speculation on the possibility of compulsory

arbitration being imposed on one group of our brothers and sisters. Freedom to bargain collectively in a normal manner is essential to the democracy of which we are so justifiably proud. Those who face the threat of losing this right may be assured that the Canadian Labour Congress stands solidly behind them. This is a matter of principle. We are completely opposed to compulsory arbitration and we will use every effort in our command to prevent anyone being deprived of the right to strike.

Noting the Director-General's report on social problems of adjustment to technological change, Mr. Jodoin said although production was at record levels in Canada there was serious unemployment in certain areas and certain industries. "Although there were some improvements in that field in comparison with last year, the effects of automation are just beginning to be felt," he declared.

"We feel confident," he said, "that automation can make a very great contribution towards an increased standard of living; but it can also bring suffering and disaster to some individuals. Our organization must remain alert to this danger and be prepared to work co-operatively with management and government to avert such unfortunate results."

Eight Resolutions

In addition to the items on the agenda, eight resolutions were submitted to the conference. They were:—

A resolution concerning automation, submitted by the worker delegates of Cuba, Denmark, the Federal Republic of Germany, Israel, Mexico, Switzerland, the United Kingdom and the United States.

Two resolutions concerning the reduction of hours of work, submitted respectively by the worker delegates of the Soviet Union and of Czechoslovakia.

A resolution concerning measures to widen the exchange among countries of experience in the field of work and rest of the workers and to contribute to mutual acquaintance with the conditions of life, work and rest of the workers, submitted by the worker delegate of the Soviet Union.

A resolution concerning the abolition of discrimination based on sex in the field of remuneration, submitted by the government delegates of the Ukraine.

A resolution concerning the review of ILO activities, submitted by the employer delegates of the United States, Ireland and Sweden.

A resolution concerning the stopping of the armaments race, reduction of military expenditure and reversion of the resources thus released to the needs of developing

peaceful industry and improving the living conditions of the population, submitted by the government delegates of the Soviet Union.

A resolution concerning the application of international conventions to non-metropolitan territories, submitted by the government delegates of Poland.

Seating of Soviet Employers

The conference decided to permit employer delegates of the Soviet Union and its satellites to sit in the technical committees of the conference as deputy members. The majority of the employers' group had not nominated to the committees the employer representatives of Byelorussia, Bulgaria, Hungary, Poland, Rumania, Czechoslovakia and the Ukraine, as well as the USSR.

The vote was 120 for, 45 against, with 36 abstentions. The Canadian Government Delegates voted for, the Employer Delegate against, and the Worker Delegate abstained. The conference took this decision on the recommendation of its selection (steering) committee following protests from the Eastern European employers at their exclusion.

Henri Hauck, of France, Chairman of the steering committee, told the conference that the decision proposed was a provisional one in accordance with precedents established during the last two years and also at the European regional conference of the ILO.

Canadian Employer Delegate W. A. Campbell took part in the discussion. Mr. Campbell recalled that he had spoken on the matter at last year's conference (L.G., Aug. 1955, p. 942). He endorsed the statements made then and said:

On the very point now under discussion, a year ago the free employers charged that the Russian employers were not free from government domination. This claim is supported further since then by the fact that at that time there were four government speakers and only one employers' speaker from these countries. Of these the chief delegate of the Iron Curtain group... referred to the employers' freedom to run a plant. Neither the employers' delegates nor anyone else in the group dared to make any statement on this. We are not surprised at this; we expect it. It is, however, another fact supporting the position of the free employers, and the statements made so far from this rostrum this afternoon by the Iron Curtain employers have not altered this statement in any way.

We free employers recognize that each country must choose its own way in which to operate, and this point was emphasized many times last year, but we say that the way chosen by the "stainless steel" curtain countries—and for that term all you need

do is to refer to No. 6 of the Provisional Record of last year, page 30; they are the words of one of the Russian representatives—is not within the scope or spirit of the operations of the ILO.

The objections taken by the free employers must be revised, as Mr. Bergenstrom (Employer Delegate, Sweden) has stated, and this problem placed squarely before the conference until it is properly solved.

There can be no compromise on this matter, for the many reasons you have already heard stated by the free employers, and I hope that they will be duly considered by all those taking part in the vote today.

The conference also approved the selection committee's recommendation that the Yugoslav employer delegate be allowed to sit on one of the technical committees as a technical expert without power to vote. The voting, by show of hands, was 100 to 37, with 20 abstentions.

The conference earlier had turned down a Polish government amendment asking that Eastern European employers be seated on the technical committees as full members. The voting on this was 41 for, 113 against, with 51 abstentions. The Canadian Government and Employer Delegates voted against the amendment; the Worker Delegate abstained.

Employers', Workers' Freedom

Despite a heavy schedule of important technical items, the conference took two days for an "exchange of views" on the question of the freedom of employers' and workers' organizations from government domination and control.

Government, worker and employer delegates took the rostrum to discuss a report prepared by a three-man independent committee appointed by Director-General David A. Morse at the request of the Governing Body and headed by Lord McNair, former President of the International Court of Justice.

The committee had submitted its thousand-page report to the Governing Body last March. The Governing Body decided it needed time to consider the voluminous document and postponed consideration until November. In the meantime, it asked for an "exchange of views" on the question on the floor of the conference (L.G., May, p. 535).

A. H. Brown

Opening the discussion, Arthur H. Brown, Canadian Government Delegate and Chairman of the ILO Governing Body, hoped the "time of the conference would not be taken up by speakers in traversing the ground which has been covered and fought over in preceding sessions of the conference, but rather in giving us the benefit

Prisons behind the Iron Curtain must be emptied of men and women confined for activities on behalf of workers' rights if forced labour is to be effectively eliminated, the Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists has declared in a resolution passed last month and forwarded to the International Labour Office.

The resolution pointed out that "vast numbers of trade unionists and other spokesmen for workers' rights have been condemned to penal servitude for civic activities which can be construed as crimes under the loose administrative codes of certain states".

It concluded that these people must be freed as "a necessary first step towards implementation of any Forced Labour Convention".

The Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists is comprised of prominent trade union and political figures from all over the world.

of your thinking as to the principles" involved and in making constructive suggestions for the satisfactory solution of the difficulties.

The McNair Committee, Mr. Brown said, had received a remarkable measure of co-operation from governments; and no fewer than 65 governments had co-operated in the inquiry.

Mr. Brown stated there were two points he wished to emphasize.

The first is that until the present controversy arose, no question was raised in any quarter concerning the principle of the universality of the ILO—the principle was reaffirmed unanimously by both the conference and the Governing Body on many occasions, as is indicated in the report.

Secondly, the Governing Body, in the preamble to the resolution passed in March 1955 providing for the establishment of the McNair Committee, unanimously agreed that the maintenance of the tripartite system of representation is essential to the effective functioning of the organization.

The problem on which the Governing Body seeks your advice is the manner in which these two fundamental principles are to be reconciled.

The McNair report, Mr. Brown pointed out, had served to bring out clearly the wide diversities existing between the economic systems at present in existence in member states of the ILO and the extent of government participation in the economic activities of their countries.

"I think we must accept as an axiomatic fact that in all countries employers' and workers' organizations are subject to some measure of control under the general laws of the State," Mr. Brown declared. "But what is our concern in our efforts to promote effective implementation of the principles and objectives of this organization is that these measures should not be of the nature which withhold the right to organize or to carry on the legitimate activities inherent in the nature of management and worker organizations, or the freedom to develop and express publicly at home or in the activities of this organization their views on matters which are of interest or concern to them."

The Canadian delegate added:

It would be a relatively simple matter for this conference, if content to be guided solely by the views of some, to eliminate all employer and worker delegates who do not meet with the standards set by their respective conference groups. But I do believe that governments of most member states would find such a course of action unacceptable, and I suggest to you that the ultimate result which might reasonably follow from such action would be the reduction of the membership of this organization to a limited select group of countries. This would mean, of course, a reduced scope and area for the effective operation of the organization, a result which all of us would regret.

The alternative result flowing from such action might be the transformation of this organization into a purely intergovernmental organization. I do not believe that any of us would wish for a transformation of this nature because of the appreciation we have of the peculiar appropriateness and capacity of our tripartite structure.

W. A. Campbell

W. A. Campbell, Canadian Employer Delegate, recognized the right of the Eastern European countries to choose their own forms of government but, he said, now that they are back in the ILO, "they should accept what they find and give it a chance to work".

The Canadian delegation to the 39th International Labour Conference at Geneva

Seated (left to right): W. A. Campbell, employer delegate; Miss Edith Lorentsen, government adviser; Paul Goulet, government delegate; A. H. Brown, head of delegation and government delegate; Miss V. I. Mills, stenographer; and Claude Jodoin, worker delegate. Standing (left to right): A. H. Balch, worker adviser; M. G. Clark, government adviser; H. T. Pammett, secretary to the delegation; M. P. Fitzpatrick, worker adviser; W. M. Baker, employer adviser; H. L. Ladd, worker adviser; C. E. Shumaker and J. M. Soules, employer advisers; A. W. Crawford, government adviser; W. G. Scott, employer adviser; John Mainwaring, government adviser; Gérard Picard, worker adviser; H. W. Macdonnell, employer adviser; Richard Courtney, worker adviser; and Lt.-Col. Eric Acland, government adviser.



He referred to a number of limitations which he felt the McNair Committee had had to work under in the preparation of its report.

He said:

If, however, the Committee had been free and had had the time to visit the various countries—and I refer specifically now to the countries in the Russian bloc—they might still not have got the full answer to the questions that they were asking because I am aware of the experience of some who have recently visited Russia, that there is still limited access to the cities and even when in the cities there is the feeling of being under constant surveillance.

The report is, I think, as we expected; it only goes so far.... It omits the aspect completely of the Communist Party control of government, employers and workers. That is a difficult problem but it has not been inserted and I know the Governing Body will bear it in mind in their considerations.

There is another position taken by several workers whom I know. They will not visit Russia until the trade union movement in Russia is free. Now, you have heard many statements by the Iron Curtain representatives that they have complete freedom, so, being very conservative on the statement, I might say that even yet it cannot be denied that at least the question is open to doubt, and yet the barriers are closed for any real, substantial investigation. These are some of the subsidiary facts in the McNair report to be considered and we would caution the Governing Body that all the facts in the report that they review must be carefully considered and, where appropriate, weighed against the background I have just mentioned.

There has been some discussion with respect to the doctrine of universality. I think perhaps it is open to some question. All it takes is one country either making application for membership in the ILO but not being willing to abide by the constitution and therefore not continuing to press its application, or the situation where a country would not apply it because it did not agree to abide by the constitution of the ILO. In either case, the doctrine of universality is dealt a blow, and to the extent that the conference and the ILO might try to aim at that as an ideal, it gets hit fairly hard.

So that leaves the other aspect that possibly comes into play, namely the tripartite structure. That obviously is more tangible and more obtainable. We have had it for 37 years, and one of the main bases of it, as we have heard many times, is that each party is free of the other; that the government does not nominate either of the other two; that each group, employers and workers, choose their own representatives. The report indicates that this is not so in the Russian sectors and, as we have said before, we can probably have no objection to this. They also have the right, and it is recognized, to choose their own form of government, their own method of operation, but when approaching the ILO they must work through the channels that have been provided and, as free employers have said many times, those channels are government channels. This may or may not involve a change in the voting system of the ILO. I

think possibly not; this is not the time for that discussion but it might be considered later. All I say on this point is that I believe the Russian group, who took part in the conference as members of the ILO for a short time in the 30's, are now back and that they should accept what they find and give it a chance to work.

We must make haste with due consideration of all the facts because they are not easy to unscramble. So we say that the sooner a solution is found the better, and that while the problem is not an easy one it must be worked on until properly solved.

United States Government Delegate

The United States Government Delegate, David W. Wainhouse, said:

The original question remains: How can the participation of Communist employer and worker representatives be reconciled with the traditional practices of the International Labour Organization?

The crucial issue is the extent to which employer and worker representatives are free of their own governments to determine their own policies and actions, as for example, in voting in the International Labour Organization.

Mr. Wainhouse said that in the Communist countries the usual functions of employers' organizations "are in fact indistinguishable from the various functions of the Communist governments".

As for workers' organizations, he declared, they "do not represent and defend the interests of the working class as trade unions do in non-Communist countries. A 'mechanism of transmission' is far different from the vital, dynamic, self-generating and independently active force represented by non-Communist worker delegates to the International Labour Organization."

United Kingdom Employer Delegate

Sir Richard Snedden, United Kingdom Employer Delegate, said it was "the considered views of British employers" that the McNair report must have convinced anyone who did not know it perfectly well already that the ILO is no longer a tripartite organization. There were several delegations at the conference, he said, whose employers and workers were completely bound to their governments.

In these countries, the tripartism, of which we used to be so proud, is now a mere optical illusion.

This organization must at the Governing Body in November and in the conference make a clear choice between two quite incompatible doctrines. The first is the tripartite doctrine, which has in the past been the pride and strength of this organization. The second doctrine is that of universality.

The choice must be soon made, and so far as the British employers are concerned they will throw their whole weight in favour

of restoring the tripartite structure. We never have accepted, do not and never shall accept the doctrine of universality in its undiluted form.

He felt there were five possible courses of action before the ILO.

The first was to do nothing at all. The second was to change the constitution; this, in his view, must be done. The Constitution should be amended "so as to provide that in countries where employers' and workers' representatives cannot be appointed by organizations which were genuinely free from government domination and control, then employers' and workers' representatives should not be appointed at all".

The third course was to amend the standing orders of the conference.

The fourth course was a "free" ILO. "It may well be that ultimately the only real solution is for the free countries to withdraw from the present set-up and establish an ILO of their own." He did not suggest that this course be taken immediately but if the ILO "will not face up to the facts now it is a course which may have to be taken very soon".

The fifth course was "to abolish the ILO as we have known it for 37 years and to transform it into a purely intergovernmental organization". So far as the "free employers" were concerned, he stated, they would reject such a proposal.

Soviet Employer Delegate

Georgii Surguchev, USSR Employer Delegate, said in any international organization, including the ILO, it is possible to discuss the advantage and disadvantages of any given economic system "but it is necessary to base oneself on the unquestionable fact that the system exists and functions".

The experience of undertakings in the Soviet Union and the People's Democracies was "extremely valuable and can bring a very great contribution to the activity of the ILO".

The directors of socialist undertakings were fully responsible for the production and running of the undertakings and every undertaking was endowed with a juridical personality. He explained in detail the fundamental duties of these directors.

"An active participation by the leaders of industry in the socialist countries in the work of the employers' group would help to make use of this experience, just as the study of the experience obtained in other countries in the sphere of organizing production would help to improve economic

development in other countries of the world," Mr. Surguchev declared.

The tripartite structure, he said, was necessary and should be retained.

United States Employer Delegate

United States Employer Delegate Charles H. Smith said that while the McNair report revealed little that was not known before, it was valuable to the extent that it contained documented information which could be considered authoritative.

Its most valuable contribution was to point up the dilemma of the ILO in dealing with the problems of today with an instrument formulated in 1919. This dilemma was reflected in the report itself.

"To maintain the fiction of employers in Communistic countries, the majority of the McNair Committee hinged its report on two so-called basic principles," Mr. Smith declared. They were: (1) universality, and (2) freedom and independence within the organization of the employers' and workers' representatives.

The Committee implied, Mr. Smith said, that these two principles were inseparable, while, in fact, they are "absolutely incompatible". The ILO would have to move in either one direction or the other, he said.

Mr. Smith said:

When the Governing Body takes up this problem in November, I urge that the incompatibility of universality and the tripartite character of this organization be given full recognition. This is a matter of grave concern to all of the free employers of the ILO and, as I have said before, they will never accept willingly government officials forced into their ranks, diluting their voting strength and eliminating equality from the ILO tripartite system.

Indian Employer Delegate

Naval H. Tata, Employer Delegate from India, said "it is a pity that the discussion of this issue has deteriorated into an attempt to outlaw certain member states rather than rectify the situation under which the annual masquerade of governmental nominees as employers and workers is perpetrated under the guise of inviolable doctrine of universality.

"Our decisions at this conference," he said, "emerge as a result of counting votes based on tripartite activity. As a result, the entire mechanics of this system become vitiated when certain member states, through governmental domination, not only vote on the governmental ticket but also on the employers' and workers' tickets.

"Any decision so reached is a contaminated piece of legislation and is a mockery and travesty of tripartism which cannot be tolerated."

Mr. Tata proposed that the credentials committee be empowered to grant a challenged delegate status as an observer, without the right to vote. Such a delegate, he said, should be able to invite a fact-finding mission to his country from the International Organization of Employers or the International Confederation of Free Trade Unions, as the most representative international employers' and workers' organizations.

Employer Delegate, The Netherlands

A. G. Fennema, Employer Delegate from The Netherlands, agreed that it was impossible to reconcile the principles of universality and freedom of association. Universality, he said, is "a fairy tale".

He thought one of the "basic mistakes" the ILO had made was to give the "admission right to the ILO to all countries admitted to the United Nations".

World Federation of Trade Unions

In a document distributed to the delegates, the World Federation of Trade Unions said that the McNair report revealed serious infringements of trade union rights affecting a great number of workers.

The WFTU called for the improvement of ILO conventions presently in force in the field of trade union rights and for more effective assistance to workers and trade union organizations suffering in infringement of their rights.

It urged consultation between international trade union organizations to consider an appeals and enforcement procedure to protect trade union rights that should be more rapid and effective than the procedure now in force.

International Confederation of Free Trade Unions

J. H. Oldenbroek, General Secretary of the International Confederation of Free Trade Unions, said the free trade union movement was primarily responsible for setting up the ILO.

We believed then and we believe today that the future of the ILO and of its work depends on its tripartite character.

Therefore, all the new countries which come into the organization and the old ones which are already in it where freedom of association does not exist have got to introduce it.

In the ILO, we want representatives of labour who are free, free to act against their own governments if necessary, and free to vote as the situation demands.

Mr. Oldenbroek said freedom of association should be made a condition of ILO membership.

Soviet Government Delegate

Soviet Government Delegate Amazasp Arutiunian said "it was no secret to anybody that when the ILO was set up its members were only the capitalist countries".

The world has changed, he said, and the problem now was to find a harmonization between the principles of universality and the tripartite structure so as to ensure the successful working of the ILO.

There should be freedom to disagree even within the groups. No one had a monopoly of thinking. Governments differed in their opinions and so might workers and employers. Co-operation between different systems within the ILO was both possible and desirable.

Irish Employer Delegate

Irish Employer Delegate John J. O'Brien, declaring that he was not proposing exclusion of certain countries, said:—

"We are discussing solely the question of accrediting people who are dominated and controlled by government, as free representatives of workers and employers.

"Anybody who likes can come into the employers' group as an employer provided he can prove that he is non-government and that he is not subject to government domination and control."

United Kingdom Government Delegate

Sir Guildhaume Myrddin-Evans, United Kingdom Government Delegate, said the McNair report had made it completely clear that one could not amend the ILO constitution "to hit at some countries without hitting at other countries as well".

He could not agree that the two principles of universality and tripartism were irreconcilable.

"These doctrines or forms or structures are merely instruments, just like the constitution of the ILO, for forwarding the purposes of the International Labour Organization," Sir Guildhaume declared.

If these forms or instruments—whether you are referring to the constitution or to the conception of tripartism as it existed for 35 years, or to the conception of universality—are no longer appropriate to the changing circumstances of the day, then surely it is those instruments which have to be changed and re-fashioned and not the purposes of the organization itself.

No one, he said, had tried to define universality or tripartism.

There were at least three elements in tripartism. Firstly, that employers and workers had their own peculiar contribution to make to the work of the ILO;

secondly, that they were entitled to vote individually; and thirdly, it was intended to have a nicely balanced strength as between representatives of employers and workers.

Some of those things had changed, the United Kingdom delegate declared.

We have moved from a world which was almost entirely a world of private enterprise into a world which now consists of a substantial extent of state-owned, state-controlled and state-run enterprise.

But surely, and this is said by the McNair Committee, the representatives of management can still make their contribution to the problems with which we have to deal even though the contribution of the representatives of those people coming from the states, or indeed from the industries, where the industry is owned or controlled by the state, differs from the contribution which would be made by the general body of employers coming from other countries.

Sir Guildhaume said everybody was agreed that worker and employer delegates should vote freely, but added:

I would like to ask the Conference this question. Is it not possible that 35 years of development of the group system in the ILO, with its rigid discipline and its insistence that, generally speaking, members of the groups should vote according to the general desire of the groups—that that development is also in conflict with this particular provision of the constitution?

He felt it was indisputable that the balance between the employers' and workers' representatives as it existed in 1919 in the ILO had been destroyed. Government, worker and employer delegates of certain countries now voted in a bloc and generally it was the government delegates who decided which way they should vote.

With regards to universality, Sir Guildhaume said everyone was agreed that "people everywhere are entitled to the benefits of the objectives of the ILO, not only the people living in states which are mainly free enterprise states".

New ILO Members

The 39th session admitted three new members to the ILO: Tunisia, the Sudan and Morocco, bringing the ILO's total membership to 76. The admission of the three newly independent countries was by a unanimous vote of the conference.

Membership in the ILO of countries previously admitted to the United Nations becomes effective when they accept the obligations of the ILO Constitution, and no vote is needed.

Fifth Session of the ILO Building, Civil Engineering and Public Works Committee

Resolutions are adopted on safety in the construction industry and on relationship between national housing programs and full employment

Safety in the construction industry and the provision of technical assistance to promote it, especially in the under-developed countries, was one of the two main subjects* considered at the fifth session of the Building, Civil Engineering and Public Works Committee* of the International Labour Organization held in Geneva from May 14 to 26, 1956.

The second question deliberated on by the Committee was the social importance of the relationship between national housing programs and full employment.

*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Government, worker and employer delegates from 20 countries participated in the session. The countries attending were: Argentina, Australia, Austria, Belgium, Canada, Chile, Denmark, Egypt, France, Federal Republic of Germany, India, Israel, Italy, Japan, Mexico, The Netherlands, Sweden, Switzerland, United Kingdom, United States. The Soviet Union was represented by a tripartite delegation of observers.

Safety in Construction Industry

Exposure to the weather, high turnover of labour, and the temporary nature from the construction point of view of the places where the work is carried on were mentioned in a report placed before the Committee as features which increased the



—Urs G. Arni, Geneva

The Canadian delegation to the Fifth Session of the ILO Building, Civil Engineering and Public Works Committee (l. to r.): Omer Chevalier, worker delegate; Raymond Brunet and J. M. Soules, employer delegates; Harry Colnett, worker delegate; and Gil Schonning and J. L. MacDougall, Department of Labour, Government delegates.

risks, and the difficulty of applying safety measures, and which did not exist in most other industries.

Certain means which might be taken to reduce risks in the industry were outlined in the report. Architects and designing engineers could contribute to a reduction of accidents by bearing in mind when drawing up plans not only the safety of construction workers, but also that of maintenance men. They could also help, the report said, by familiarizing themselves with safety rules and legislation and the practical details of safe working practices in construction operations, and by drawing these things to the attention of their clients.

Designers and manufacturers of construction machinery should bear in mind the safety of the operators. "With the progressive mechanization of industry, accidents may be expected to increase, particularly in under-developed countries where the scope for further mechanization is generally the greatest. While a large proportion of such accidents may be attributed to insufficient training of construction workers, some of them have been due to faults in the equipment itself," the report pointed out.

Training seemed to offer the most promising means of reducing the number

of accidents, the report said. "The majority of fatal accidents on construction sites are due to lack of realization of the consequences of apparently 'harmless acts,'" it remarked.

Undue hurry on the job was a common cause of accidents, the report declared. It also suggested that clauses should be included in collective agreements to protect workers from being penalized for refusing to work under unsafe conditions.

Arising out of this report prepared by officials of the ILO, a lengthy resolution was unanimously passed by the Committee. It declared that: "All practicable steps with a view to ensuring the highest degree of safety for workers in the construction industry in all countries should be taken through all available and appropriate agencies."

The steps suggested included the following:—

Safety to be given due importance in all vocational training schemes.

Safety officers with necessary powers to be appointed and joint safety committees to be established. Workers should be able to put forward safety suggestions without fear of jeopardising their employment.

First aid equipment and staff to be provided.

Inquiries into causes of accidents to be conducted by competent and qualified persons.

Accident statistics to be compiled and disseminated in the industry.

Relevant legislation to be effectively enforced.

Adequate safety rules and standards regarding the manufacture and operation of machinery and equipment to be pre-prescribed; such machinery and equipment should be regularly inspected and maintained.

Attention was drawn to fatigue arising from excessively long hours as a factor increasing the risk of accidents.

The resolution asked the ILO Governing Body to request governments and workers' and employers' organizations to take steps to emphasize the need for safety consciousness and publicize the steps suggested in the resolution.

It also recommended extension of the scope of the Safety Provisions (Building) Convention of 1937 to the whole construction industry.

The resolution then asked the International Labour Office to expand and improve its collection and dissemination of accident statistics and to promote the encouragement of safe work methods.

Another resolution unanimously adopted suggested that the Office broaden its activities in training and education in safety in the industry.

Housing Programs and Full Employment

There is no country in the world today, not even the most favourably situated, which is not confronted with a workers' housing problem of national importance. And this is true for countries where the population is adequately fed and clothed and where productivity and national income are kept at a high level, according to a report, "National Housing and Full Employment," prepared by officials of the ILO for the Committee.

Wars, large-scale population movements to cities, natural disasters and high rates of population growth were given as main causes of this situation. Another important cause was stated to be "the fact that the house-building industry has experienced less cost reduction as a result of the industrial revolution than perhaps has any other industry catering to the basic needs of workers".

In some countries the production of building materials has not kept pace with the needs of the construction industry, the report stated. Other handicaps suffered by

the industry were shortage of skilled manpower, technicians and supervisors, instability of employment and seasonal unemployment, and sometimes credit restrictions.

While hours of work in the construction industry has decreased in Canada, The Netherlands and the United States, they had increased in France, the Federal Republic of Germany, the Saar, Switzerland and the United Kingdom, the report said.

After a study of the report had been made, the Committee passed, with a fair degree of unanimity, in view of the acrimonious debate that occurred, a resolution that read in part as follows:

1. The solution of housing problems is to be found in well-planned, continuing and regular building activity which takes into account—

- (a) the existing housing shortage, clearly and objectively determined, in order that each family may be accommodated in a decent dwelling as soon as possible;
- (b) current and future needs, based on predictable fluctuations in total population and in the composition of households;
- (c) the number of dwellings which need to be replaced because they are sub-standard or because they can no longer be used owing to town planning needs or owing to conversion to non-residential use;
- (d) the need to preserve the mobility of labour and to combat unemployment by building dwellings near centres of production or in places easily accessible thereto.

2. In order to increase housing construction in the various countries, it is essential to avoid an atmosphere unfavourable to investment by private persons or by private institutions in the building of dwellings.

3. The standard and amount of housing to be built vary according to the standard of living and resources in each country. The standard of accommodation and its cost to the occupant should be in accordance with his requirements and resources, without endangering general living standards and particularly the living standard of low-income groups.

4. If the level of employment in general is such that the construction of a sufficient number of dwellings is threatened because manpower and building materials are used in increasing proportion in other sectors of the construction industry, building activity, other than housing, industrial building and projects of national or public importance, should be limited by postponing investment in less important types of construction.

5. In order to maintain a high rate of housing construction and to ensure an adequate supply of dwellings at reasonable rentals in accordance with the general level of wages, the amount of financial aid for new dwellings should always be adjusted in line with changes in the rate of interest payable on the loans necessary to construct them.

6. Adequate town and country planning and a reasonable land policy are most desirable for the realization of housing programs and the ensuring of continuous full employment.

7. In the less developed countries and in countries suffering from large-scale unemployment or underemployment, simultaneously with the construction of industrial and other installations provision should be made for workers' housing projects....

8. It would be desirable to create, in those countries where they do not as yet exist, housing bodies under the auspices of the competent public authorities in order to try to solve the problem of housing and to achieve full employment in the construction industry.

Other Resolutions

A number of other resolutions adopted by the Committee included one urging the Governing Body to place the question of shorter working hours on the agenda for the next session of the Committee, and one which invited the Governing Body to put on the agenda of the next session the question of the conditions of employment of workers employed by construction contractors who supply labour only, as distinct from other services normally provided by contractors in the industry. It was also suggested that the ILO should undertake studies of this matter on the spot in several of the less industrialized countries.

Other subjects suggested to the Governing Body for the agenda of the sixth session were: the effects of mechanization in the construction industry; welfare facilities; living and working conditions of young workers; and international labour mobility in the construction industry. With special reference to the less industrialized countries, vocational training and the living and working conditions of employees in the industry were also mentioned.

Canadian Delegation

The Canadian delegation to the session was made up as follows:—

Government Delegates: J. L. MacDougall, Secretary, Canada Labour Relations Board, and Gil Schonning, Economics and Research Branch, both of the Department of Labour.

Employer Delegates: Raymond Brunet, Director and Past-president of the Canadian Construction Association, Hull, Que., and J. M. Soules, Director, Canadian Construction Association, Toronto.

Worker Delegates: Harry Colnett, General Organizer, Brotherhood of Painters, Decorators and Paperhangers of America (CLC), Toronto, and Omer Chevalier, Treasurer, National Federation of Building and Construction Materials Trades (CCCL), Quebec.

6th Session, Coal Mines Committee

Attention called to desirability of establishing national fuel policy that takes into account part played by coal industry in the national economy. Resolutions passed on safety, manpower, vocational training

The place of coal in the world economy was stressed by government, worker and employer delegates of 16 coal-producing countries at the sixth session of the International Labour Organization's Coal Mines Committee in Istanbul, Turkey. A Canadian delegation attended the meeting.

In a resolution adopted unanimously, the meeting asked the ILO Governing Body to draw the attention of governments to:—

(1) The social consequences arising from fuel and power consumption trends, and

(2) The desirability of establishing national fuel and labour policies that take into account the part to be played by the coal industry in the national economy and that would ensure the most efficient utilization of solid fuels.

The Committee said it was convinced of the desirability of promoting a stable level of employment in the industry in all the coal-producing countries, and called attention to the social consequences which the substitution for coal of other forms of fuel and energy, including atomic energy, may have on the lives of the mine workers.

The Committee adopted three other resolutions suggesting measures to improve industrial safety in coal mines, to retain manpower and facilitate recruitment, and to harmonize methods and programs for vocational training of workers and supervisors.

The first resolution stated that improvement of safety was of primary importance because of the human suffering and also the material loss that accidents inflict on miners, the industry and the national economy.

Such an improvement requires the mobilization of the joint efforts of employers, workers and governments.

An inspection service with sufficient and properly trained personnel should be set up by the public authorities to check on the strict application of safety measures by employers and workers.

A special service composed of qualified representatives chosen by the management should be set up in each mine to supervise safety and health conditions permanently at workplaces.

The resolution also underlined the importance of joint advisory safety committees, good vocational training, creating of safety consciousness and the need to reduce fatigue. It says:

As the risk of accidents is increased by the effects of fatigue it would be advisable to take into consideration every suitable measure to reduce the effort required by miners.

It would be advisable, where justified, that the extension of mechanization and of the use of equipment designed to lighten work and to help increase production be encouraged.

The resolution also mentioned the importance of fixing tasks after consultation with workers, so as not to cause exceptional fatigue, the need for transportation from pit bottom and workplace, decent housing, social services, and special measures to protect older workers from being exposed to risks through fatigue.

The resolution on recruitment stated that the demand for coal can be expected to be maintained or to expand further despite the competition of other sources of energy.

In addition, it recalled measures already suggested to retain manpower and facilitate the recruitment of new workers, to improve the standing of coal mines as an occupation, and to insure wages at rates which will provide an income as attractive as income in industry generally.

The Committee also recommended that young men be offered a career in coal mining that would have real opportunities of promotion.

The resolution on vocational training stated that an effort should be made to develop and harmonize methods and programs for vocational training of workers and supervisors. Methods of training could be improved, it states, by organizing courses abroad for vocational training instructors. Also, training programs would be improved if they were sufficiently flexible in order to be easily adapted to the progress made in mechanization and modernization of mining techniques. Other provisions of the resolution concern wages of trainees and training of skilled workers.

The Canadian delegation comprised:—

Government Delegate: R. E. Anderson, Deputy Minister, Nova Scotia Department of Labour, Halifax.

Employer Delegates: N. T. Avard, President, Joggins Coal Company Limited, Amherst, N.S.; and David G. Burchell, General Manager, Bras d'Or Coal Company Ltd., Bras d'Or, N.S.

Worker Delegates: Dan Radford, Regional Director, Canadian Congress of Labour, Vancouver; and Don Nicholson, General Representative, Canadian Congress of Labour, Stellarton, N.S.

ILO Seminar Discusses Vocational Training

Ways of developing vocational training in Europe to meet the demands of technological advances as well as the needs of increasing numbers of young people entering the employment market were discussed recently by representatives of 11 European countries at the International Labour Organization's headquarters in Geneva.

The seminar was organized jointly by the Organization for European Economic Co-operation, the European Productivity Agency and the ILO.

The conference agreed that the future needs of Europe would require improve-

ment of vocational training facilities both as regards the numbers trained and types of training given. They also saw possibilities of fruitful collaboration between European countries in the solution of the problem.

The conference outlined a number of items such as vocational guidance, psychological testing, training methods, ways of attracting good teachers and instructors, etc., as needing further attention.

The conference stressed the need for continuing exchanges of information on vocational training at the international level.



TEAMWORK in INDUSTRY

Joint consultation helps to keep Canada's atomic energy program rolling in high gear at the large and complex atomic energy "community" at Chalk River, Ont. More than 2,000 scientific, technical, skilled and operational employees work together to produce and develop products of the atomic age.

Management (The Atomic Energy of Canada Ltd.) and labour (represented by the Atomic Energy Allied Council) have used joint consultation mainly as a two-way communication channel. The need for such a channel becomes apparent when it is realized that there are nine individual craft unions representing the employees.

There are actually two co-operative committees at AECL. The larger committee is made up of one labour member from each of the nine unions, plus one representing the Allied Council, and an equal number of management representatives. The second, The Management Association Committee, is made up of technical employees, represented by the American Federation of Technical Engineers, and management.

The system of joint consultation at the project has been custom made to suit the particular needs and circumstances found there. It is hoped to gradually expand the committee's scope as needed. At present the work of the committee centres around the recognition "that co-operation between the company and the employees is indispensable to the accomplishment of the public purposes for which the committee has been established. This committee shall give consideration to matters such as the elimination of waste in construction and production; the conservation of materials; the promotion of education and training in the plant; safeguarding of health; the prevention of hazards to life and property; the betterment of employment conditions; and matters affecting employee welfare."

* * *

"Operation Safety Week", a joint labour-management-government promotion, designed to focus attention on the need for maximum safety in the British Columbia forest products industry, has been declared a success. During the week of May 7-11, various programs were carried out under the direction of the Joint Committee,

Forest Products Safety Week. This committee is a "voluntary labour-management-government organization united by mutual consent in a common effort to promote the elimination of accidents, to foster safer working conditions in the forest products industries in British Columbia."

The committee has three specific aims:—

1. To promote an industry-wide safety week.

2. To demonstrate that accidents can be prevented by means of sincere interest and determined action.

3. To permanently establish a higher standard of accident prevention performance in the industry.

The Safety Week just completed has been called the most successful of the six held to date. Only 16 accidents were reported in the industry during the week, none fatal, and none considered to be dangerously serious. During the week, all accidents in the forest products industry were reduced by almost 80 per cent from the expected weekly rate.

Sharing the Safety Week effort with the various industry groups were the International Woodworkers of America, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the Shingle Weavers' Union. Major contributions were made by the Workmen's Compensation Board, the Labour-Management Co-operation Service, Forest Industrial Relations Limited, the St. John's Ambulance Association and the British Columbia Industrial First Aid Attendants' Association.

* * *

Joint consultation and co-operation are proving effective at the Windsor, Ont., plant of the Rinshed-Mason Company of Canada Ltd. Speaking of the committee, Vice-President and General Manager Newell P. Beckwith said: "We feel that it has fostered teamwork, promoted a friendly spirit of co-operation and mutual understanding, and greatly improved relations between labour and management. We are very happy to endorse and support this movement which in the past year has shown itself a very great asset to our organization."

Establishment of Labour-Management Production Committees (LMPs) is encouraged and assisted by the Labour-Management Co-operation Service. Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during May. It issued three certificates designating bargaining agents, and refused one request for review of an earlier decision. During the month, the Board allowed the withdrawal of two applications for certification and received ten applications for certification.

Applications for Certification Granted

1. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local Union No. 338, on behalf of a unit of employees of Brett-Young Seeds Ltd., employed in the company's seed plant at Winnipeg, Man. (L.G., May, p. 540).

2. National Association of Marine Engineers of Canada Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers employed by Branch Lines Limited, Sorel, Que., aboard the vessels *Cedarbranch*, *Elmbranch*, *Firbranch*, *Sprucebranch*, and *Willowbranch* (L.G., June, p. 683).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by F. M. Yorke and Son Limited, Vancouver, at the barge slip, Great Northern Dock, Foot of Campbell Ave., Vancouver, in the loading and unloading of railway cars to and from barges (L.G., June, p. 683).

Request for Review of Board's Decision Refused

The Board refused the request of the Seafarers' International Union of North America, Canadian District, for review of the Board's decisions certifying the Canadian Brotherhood of Railway Employees and Other Transport Workers as the bargaining agent for a unit of unlicensed personnel employed by the Canadian National Railways aboard the MV *Bluenose* operated by the company in its ferry service between Yarmouth, N.S., and Bar Harbour, Maine, and rejecting the application of the Seafarers' International Union of North America, Canadian District, on behalf of the same unit of employees (L.G., June, p. 683).

Applications for Certification Withdrawn

1. National Association of Broadcast Employees and Technicians, applicant, and Western Ontario Broadcasting Company Limited (Station CKLW), Windsor, Ont., respondent (L.G., June, p. 683).

2. Northern Freightways Employees' Association, applicant, and Northern Freightways Limited, Dawson Creek, B.C., respondent (see below).

Applications for Certification Received

1. Northern Freightways Employees' Association, on behalf of a unit of employees employed by Northern Freightways Limited, Dawson Creek, B.C. (Investigating Officer: G. R. Currie). (The application was withdrawn later in the month.)

2. International Association of Machinists, Local 876, on behalf of a unit of maintenance and service employees employed by Pacific Western Airlines Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

3. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine and electrical engineer officers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

4. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine and electrical engineer officers employed aboard vessels operated by Algoma Steamships Limited, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed at Hamilton by Eastern Canada Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Hamilton Shipping Company Limited, Hamilton, Ont. (Investigating Officer: F. J. Ainsborough).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Cullen Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Caledon

Forwarding Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Yorkwood Shipping Company Limited, Hamilton, Ont. (Investigating Officer: F. J. Ainsborough).

10. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Warehousemen and Miscellaneous Drivers Local 419, on behalf of a unit of employees of Hill the Mover (Canada) Limited, Toronto, Ont., operating out of Ottawa (Investigating Officer: H. Perkins).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister appointed conciliation officers to deal with the following disputes:—

1. Newfoundland Employers' Association Limited (General Cargo Operators), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

2. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (Conciliation Officer: R. Trépanier).

3. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV Studio Watchmen) (Conciliation Officers: Bernard Wilson and G. R. Carroll).

Settlements Reported by Conciliation Officers

1. Canada Steamship Lines Limited, Montreal (freight handlers, coopers, checkers, etc.), Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV Studio Watchmen) (Conciliation Officers: Bernard Wilson and G. R. Carroll) (*see above*).

3. Newfoundland Employers' Association Limited (Newfoundland Coal Company Limited) and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 684).

4. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., June, p. 684).

5. Trans-Canada Air Lines and Canadian Air Line Flight Attendants' Association (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

Conciliation Board Appointed

1. Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and Brotherhood of Locomotive Firemen and Engineers. (This dispute was in the first instance referred to a Conciliation Board and not to a Conciliation Officer.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Canadian Pacific Railway Company (dining, cafe, and buffet car employees) and the Brotherhood of Railroad Trainmen (L.G., May, p. 541) was fully constituted in May with the appointment of His Honour Judge J. C. Reynolds, Kingston, Ont., as Chairman. Judge Reynolds was appointed by the Minister to replace His Honour Judge Walter Little, whom he had previously appointed as Chairman. The other two members of the Board are H. B. Bell, QC, Toronto, and J. Allen Carr, Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including the Quebec Central Railway and the Dominion Atlantic Railway, and the Brotherhood of Locomotive Firemen and Enginemen (L.G., June, p. 684) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Emmett M. Hall, QC, Saskatoon, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the companies and union respectively.

3. The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian National Railways and Brotherhood of Railroad Trainmen ((1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former Canadian Government Railways south of the St. Lawrence River; (2) Yardmasters, former Canadian Government Railways south of the St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage-men, flagmen

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or, violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

and trainmen, Western Region; (7) Freight Handlers, LCL Service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region) (L.G., June, p. 684) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Brendan O'Connor, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen ((1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685) was fully constituted in May with the appointment of His Honour Judge J. C. Reynolds, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, John Wm. Long, QC, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian National Railways (Atlantic, Central and Western Regions including the Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (*see above*) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Phillip F. Vineberg, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Reports Received during Month

1. Abitibi Power and Paper Company, Limited, Toronto, and Seafarers' International Union of North America, Canadian

District (L.G., Jan., p. 77). The text of the report is reproduced below.

2. Holden Sand and Gravel, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 685). The text of the report is reproduced below.

Settlements Following Board Procedure

1. Abitibi Power and Paper Company, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (*see above*).

2. Holden Sand and Gravel, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (*see above*).

3. Shipping Federation of British Columbia (industrial first aid attendants), Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Local 501 (L.G., June, p. 686).

4. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and joint negotiating committee representing a number of international and national railway labour organizations (L.G., June, p. 686).

Settlements before Boards Dealt with Case

1. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company; and Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (L.G., May, p. 542).

2. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited; Colonial Steamships Limited and Hall Corporation of Canada Limited) and Canadian Merchant Service Guild, Inc. (L.G., May, p. 542).

Settlement Following Appointment of Industrial Inquiry Commission

1. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons

Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; and

Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (L.G., June, p. 686).

Report of Board in Dispute between

Abitibi Power and Paper Company, Limited

and

Seafarers' International Union of North America

HON. MILTON F. GREGG, VC
Minister of Labour of Canada
Ottawa, Canada

SIR:

The Board of Conciliation appointed by you in the above matter begs to report that it was successful in its efforts to induce a direct settlement between the parties of the differences between them arising out of abortive negotiations (begun last year) for a first collective agreement. The terms of settlement, duly signed by the authorized representatives of the parties and by the undersigned on behalf of the Board, are annexed hereto.

While the Board was fully constituted in December 1955, and held its first sitting on January 13, 1956, it adjourned the hearings for a protracted period to enable the parties to deal with each other directly because its exploratory consideration of the matters in dispute convinced it that this would be the most effective course to adopt. When hearings resumed in April 1956, the parties had made substantial progress towards a complete settlement. About that time, however, the Union had reached a settlement with another employer and it appeared feasible to suggest this settlement for adoption in this case. The Company gave the proposal earnest consideration, and after explanatory talks before this Board, the terms of settlement already referred to were endorsed.

Memorandum of Terms of Settlement between the Abitibi Power and Paper Company Limited, Ontario and the Seafarers' International Union of North America, Canadian District.

April 16, 1956.

It is agreed between the Company and the Union that the following shall be put into effect immediately, or as soon as possible.

1—The wages and working conditions as set forth in the Labour Contract between Canada Steamship Lines and the Sea-

During May, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Abitibi Power and Paper Company, Limited, Toronto, and the Seafarers' International Union of North America.

The Board was under the chairmanship of Prof. Bora Laskin, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. E. Sedgwick, QC, Toronto, and Louis B. Daniels, Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

The Board wishes to express its appreciation of the courteous and frank presentations it heard from Messrs. L. J. McLaughlin and J. Scott, who appeared for the Union along with Messrs. R. Curd and F. Galway, and from Messrs. R. V. Hicks and W. J. Whittaker, counsel, and Messrs. G. C. Sharpe and R. C. Carter, who appeared for the Company along with Messrs. N. T. MacLaggan and E. E. Grainger.

All of which is respectfully submitted.

(Sgd.) BORA LASKIN,
Chairman.

(Sgd.) J. E. SEDGWICK,
Member.

(Sgd.) LOUIS B. DANIELS,
Member.

Dated at Toronto this 25th day of April, 1956.

farers' International Union will be put into effect on the vessels of the Company and made retroactive for the entire 1955 (Nineteen Hundred and Fifty-five) season from fit-out to and including lay-up.

2—Every week-end during the 1955 season as outlined above will be paid, in accordance with Section 26 of the agreement.

This week-end overtime will compensate for all retroactive overtime.

3—The welfare payments as outlined in the agreement will be paid to the administrator of the Canadian Lake Carriers and Seafarers' Welfare Plan as soon as possible.

4—For the 1956 season Clause 26c will be changed as follows:—

Clause 26c to read—

For the purpose of this agreement between the hours of 6:00 p.m. and 6:00 a.m. all ratings shall perform only navigational duties. Navigational duties shall not include chipping, scaling, scraping, painting, scrubbing, or any other maintenance work.

5—The vacation clause in the existing Canada Steamship Lines Agreement shall be changed to read:—

Every employee covered by this agreement shall receive two weeks vacation for each navigation season payable on a *pro rata* basis at the time an employee severs his employment with the Company. It is understood that for the 1955 season those employees that did not complete six months with the Company will not receive vacation money.

6—It is agreed between the Company and the Union that the Company will incorporate the same improvements in wages and working conditions which result from the present negotiations between the Canadian Lake Carriers Association and the Seafarers' International Union. The effective dates to be the same as those incorporated in the agreement covering the Lake Carriers Association vessels for the 1956 season.

For the Company

(Sgd.) C. B. DAVIS,
Vice-President.

(Sgd.) G. SHARPE,
Personnel Representative.

For the Union

(Sgd.) HAL C. BANKS,
*International Vice-President
and Canadian Director.*

(Sgd.) LEONARD J. McLAUGHLIN,
Secretary-Treasurer.

*For the Board of Conciliation
and Investigation*

(Sgd.) BORA LASKIN,
Chairman of the Board.

Report of Board in Dispute between

Holden Sand and Gravel, Limited

and

Seafarers' International Union of North America

During May, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Holden Sand and Gravel, Limited, Toronto.

The Board was under the Chairmanship of Prof. C. H. Curtis, Kingston, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Toronto, and C. A. Gravenor, Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Whittaker. The minority report was submitted by Mr. Gravenor.

The texts of the majority and minority reports are reproduced here.

To the Hon. MILTON F. GREGG, VC
Minister of Labour
Ottawa, Ontario

SIR:

The Board of Conciliation which you established to deal with the above dispute begs to report as follows:—

The Board, consisting of Messrs. C. H. Curtis, W. J. Whittaker and C. A. Gravenor, chairman, company's nominee and union's nominee respectively, met the representatives of the parties in Toronto on April 23, 1956, and heard their submissions and their arguments. At this hearing the union was represented by Mr. L. J. McLaughlin, secretary-treasurer, and the company was represented by Mr. D. W. Falconer, counsel, and Mr. J. N. D. Holden, president.

The union is the certified bargaining agent of some eleven men who are the unlicensed personnel employed on the company's sandsucker dredge *Niagara*. This dispute arises while the parties are negotiating their first collective agreement.

In general, the union's position is that the company should accept the provisions of the collective agreement presently in effect between the Seafarers' International Union and Canadian Steamship Lines Limited, an agreement which presumably sets out the wages, hours and working conditions which are "standard" on ships sailing the Great Lakes. Furthermore, the union proposes that the company put the wages and working conditions set out in that agreement into effect retroactively "for the entire 1955 season from fit-out to and including lay-up"; that every week-end during the 1955 season be paid for as the agreement provides; that the welfare payments provided in the agreement be paid for the year 1955 to the administrator of the Canadian Lake Carriers and Seafarers' Welfare plan. The union proposes, too, that Clause 26c of the agreement referred to be accepted in an amended form to read:

For the purpose of this agreement between the hours of 6:00 p.m. and 6:00 a.m. all ratings shall perform only navigational duties. Navigational duties shall not include chipping, scaling, scraping, painting, scrubbing, or any other maintenance work.

And the union proposes that the provisions regarding vacations shall read:

Every employee covered by this agreement shall receive two weeks vacation for each navigation season payable on a *pro rata* basis at the time an employee severs his employment with the Company. It is understood that for the 1955 season those employees that did not complete six months with the Company will not receive vacation money.

Finally the union asks the company to agree to incorporate into its agreement with the union "the same improvements in wages and working conditions which result from the present negotiations between Canadian Lake Carriers' Association and the Seafarers' International Union".

The union supports its demands in particular with the argument that this company should pay the same rates of wages and observe the same hours of work and conditions of employment as the company which competes with it. This latter company, the union contends, has been employing the unlicensed personnel on its sandsucker on the terms and under the conditions that prevail in general on the ships in the Great Lakes which are under contract with the Seafarers' International Union. Furthermore, the union contends, the proposals which it outlines conform with this principle of meeting the going rate, for they set out the terms and conditions necessary to bring this company's operations up to the standard and maintain it at that level throughout the 1956 season. The union contends that some

operators have already accepted its proposals and it submits the "Memorandum of Terms of Settlement between the St. Charles Transportation Company Limited, Quebec," as evidence of this fact.

In general, the company's position is that the terms of the so-called "standard" agreement are not all acceptable to it, while the retroactive features and the modifications of that agreement set out in the memorandum of agreement between the union and St. Charles Transportation Company Limited are completely unacceptable.

The company submits that it has been operating its sandsucker at a loss and that the prospects of a successful season in 1956 are so unpromising that a large run of poor weather would completely drive it out of business. Under the circumstances, the company contends, its financial position makes it impossible to meet the costs which the union's proposals would create.

The company maintains that its operations are not comparable with shipping on the Great Lakes, that its unlicensed personnel are not all really sailors and that there is no good reason why its employees should work under the same terms and conditions that prevail on ships sailing the lakes. Furthermore, it insists that its undertaking is not really comparable with that of the other company operating a sandsucker, for the latter vessel is much larger and therefore more efficient than the *Niagara*.

The Board finds that the principal matters in issue are wages, hours of work, vacation pay, union security, welfare plan and longshore work. The company takes exception, too, to the inclusion in an agreement of articles dealing with room and meal allowances, passenger vessels and duties of oilers, all of which, it contends, are not relevant.

It seems to the Board that the agreement, dated September 29, 1953, between Canada Steamship Lines Limited and Seafarers' International Union, with certain modifications that are described below, should be accepted by the parties as a fair and reasonable settlement of their differences under the circumstances. The modifications which the Board recommends are as follows:—

1. The omission of Article 3 entitled Maintenance of Membership.

2. The inclusion of a notation in Article 9 stating that section (a) will not apply in the 1956 season.

3. The omission of the provisions dealing with room and meal allowances, passenger vessels, and duties of oilers (Articles 19, 25 and 28).

4. The deletion from the schedule of wages, Article 24, of all data except the basic wages of the particular classifications of unlicensed personnel actually employed on the *Niagara*. And the addition to the schedule of the classification wheelsman-deckhand with a rate appropriate in relation to the rate for deckhand.

5. The amendment of Article 26, Hours of Work, to provide that its provisions be effective from January 1, 1956.

6. The amendment of Article 30, Longshore Work by the Crew, by the addition of a definition of Longshore work.

7. The deletion of sections (c) and (d) of Article 31 as inapplicable.

8. The amendment of Article 35, Welfare Plan, giving the company the option, if it sees fit, of providing benefits costing 20 cents per man per day through some agency other than the Canadian Lake Carriers and Seafarers' Welfare Plan, a plan in whose administration the company, unlike the Lake Carriers, does not participate.

The Board recommends that the parties adopt these modified provisions and the remaining provisions of the above-noted agreement without amendment for the period which they have defined in their own draft proposals, Article 36, namely, January 1, 1956, to December 31, 1956.

Mr. Whittaker concurs in all these recommendations except the one regarding union security. He would recommend the omission of Article 4 as well as Article 3, for it involves either compulsory membership in the union or compulsory payment of dues to the union.

All of which is respectfully submitted this 14th day of May, 1956.

(Sgd.) C. H. CURTIS,
Chairman.

(Sgd.) W. J. WHITTAKER,
Member.

MINORITY REPORT

As a member of the Conciliation Board appointed to hear the above dispute, having now concluded its investigations, I have the honour to submit the following report:—

Recommendations

In considering the case of the Company vs. the Union, the statements of the parties have been taken as fact without verification. Evidence considered included "Exhibit 1," being the form of agreement submitted by the Union and contained thereon the previous basis of agreement unofficially agreed to by the company, all as forwarded from the Department of Labour; "Exhibit 2," being a financial statement tendered by the company as

representing the financial condition of its operation; "Exhibit 3," being a statement presented by the legal counsel for the company setting forth the revised company attitude as compared to its previous tentative agreement, plus two forms of contracts submitted by the Union and titled "The St. Charles agreement", and the "Lake Carriers Agreement".

Verbal statements were heard from the attorney representing the Company, questions were answered briefly by Mr. Holden, and verbal submissions were made to some length, and extensive questions were answered in some detail by L. McLaughlin, representing the Union.

Study and examination has been given this information and exhibits by the undersigned, and further reference made to the federal labour code and the agreement with Lake Carriers.

Points of Agreement

The points of agreement covered included Articles 1, 2, 5, 6, 7, 8, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 27, 29, 32, 33, 34 and 35. It appeared that an agreement could be readily reached, including some expressed concessions from the union, on Articles 4, 9, 13, 17, 31, 19, 25 and 28.

However, Article 4 under Employment, specifically paragraphs 2 and 3 under "a" were specifically withdrawn from the agreement altered the points of agreement in the Exhibit one.

No Agreement and Rejection

The company made its position apparent by complete rejection of Articles 3, 30 and 35, along with no agreement on Articles 10, 24 and 26.

Area of Difference

Therefore the area of difference would appear to concern Employment, Wages, Vacation pay, Hours of work, maintenance of membership, and longshore work by the crew and also participation in the welfare plan.

Welfare Plan

The company expressed willingness to contribute to Blue Cross provided there was no wage increase, but indicated its lack of willingness to contribute to the Blue Cross if there was a wage increase of any amount, and declined to contribute to the Lake Carriers-SIU Welfare Fund under any circumstances. Investigation indicates that the Lake Carriers-SIU Welfare Fund is designed to give more benefits to the seafaring man and cost relatively less than Blue Cross, and that the fund is founded on a substantial basis and is designed for the peculiar requirements of the seafaring

man; therefore, it was concluded that the decision of the company to reject the SIU Lake Carriers Welfare plan benefits for its employees was not in the interests of either company or employees. Therefore, the proposal of the company would be recommended against, and that of the union sustained.

Longshore Work by Crew

The Union clarified this point and mutual agreement seemed to be indicated.

Maintenance of Membership

After agreeing as outlined in the company section of Exhibit "1" and arriving at a previous understanding to accept the hiring hall and National Selective Service as source of employees, the company "changed its mind" and decided that it would reserve the right to hire its own men either union or non-union. This was a move away from previously agreed ground.

The company put forward that the men required aboard the Sandsucker *Niagara* must be of superior ability to operate the sandsucker and the drills, to determine the quality and quantity of the sand, and other duties of a specialized nature, and at the same time claiming that seafaring men of this superior type would be required to accept lower wages. It would appear that combined with the argument of lower wages than the prevailing union wage the demand to seek specialized or higher calibre seafaring men for these specialized jobs was an argument that defeated itself and was unrealistic.

It would appear to be a contrived argument to alter the "bargaining position" and as the "change of mind" was away from the basis of agreement, while any changes by the union were closer to agreement this point was felt to be of clear indication.

The company representatives indicated that they were adamant in their opposition to maintenance of membership.

The representative of the union when questioned in detail stated that maintenance of membership was justified because:—

(a) The ship is certified by the Federal Government as SIU.

(b) All sandsuckers now operating in Eastern Canada have been and are still certified by the SIU.

(c) The sandsucker operating in and around the City of Toronto and area has during the entire existence of the SIU been continuously and still is certified as SIU.

(d) Over 35 of the crew members serving on the crew of the *Niagara* during the 1955 season were members of the SIU. In view of the fact that the crew of non-licensed personnel is 11 this fact speaks for itself.

(e) Agreements of an identical nature have been concluded with other similar companies rendering similar service.

(f) The SIU hiring hall has available the largest number of trained and competent seafaring men.

(g) The Lake Carriers and other ships operating on the Great Lakes to the extent of over 90 per cent of a size comparable to the *Niagara* under Canadian registry have SIU membership and certification.

In view of these facts the attitude of the company in rejecting recognition of membership was rejected, and the union claim requiring maintenance of membership and recognition was upheld.

Wages, Vacation Pay, Hours of Work

Under the disagreement of wages, vacation pay and hours of work, the Union showed willingness to conciliate and reduce their wage claims so that the differential between the present wage scale and the proposed scale worked out to about \$16 per month for each deckhand, and varying amounts for other non-licensed personnel depending on their prevailing rate of wages.

On retroactive payments the Union estimated that on welfare payments about \$100 would be due by the company, and on retroactive vacation claims, in view of the turnover of personnel, and certain sums paid in vacation allowances, the sum due would be about \$100 for the year 1955.

These sums did not seem to be large and should not be a basis of disagreement.

However, the company stated in Exhibit "3" bluntly, it must be stated that the wage scale as submitted by the Union is completely impossible and unrealistic and would drive the company out of business. The company submits that no increase in wages as presently paid can be made or considered.

As this is a definite, emphatic statement the reasons for it have been sought.

The Company has submitted to the study of the board, without perusal by the union representatives, of what is represented as the "financial secrets of the company".

Because this financial statement is the entire defence of the company for its unwillingness to agree to any revision of the wage scales it requires full and complete study.

The company represents itself to be an independent company incorporated "for the sole purpose of owning and operating the dredge". This statement would apparently be true because the company is technically, legally and corporately a separate entity, and no statement was made by the company in its brief other than owning and operating, and no reference made to selling

of the sand or the product thereof which is apparently not done by the company but by some other company.

Although the company represents itself as being "independent" the financial statement contains an item of \$139 for rent, has no provisions for the normal functions of a company such as the salaries of secretaries, commissions to salesmen, bills for postage, stationery, transportation and similar normal expenses of operating an "independent" company.

Therefore, if there are no such expenses there is no independent operation, and if there is no independent operation not only are the expenses but of necessity the revenues are subject to the control of other interests.

In questioning the company representatives they did not deny that they are "controlled" or "owned" by other interests. Therefore, from evidence apparent in the financial statement it would appear that the Holden Sand and Gravel Company is actually either a department of another company, or is a subsidiary of another company providing them with the office space, staff, expenses, and other facilities. The absence of any sales expenses would indicate that payments were not made for selling, and therefore the company could not claim to be conducting sales efforts in the normal sense of business functions.

A further study of the financial statement indicated that depreciation at the rate of about 13 per cent was being charged off, and that the depreciation for 1954 was approximately \$29,000 and for 1955 \$35,000 and this would seem to be substantially excessive as the life of such a craft could be conservatively estimated to be on the Great Lakes for at least 30 years, and for that reason depreciation of 3 per cent would be more in order.

Furthermore, based on the figures provided by the company the "sales" of sand to the amount of \$160,000 would not indicate what would be expected.

Based on figures provided by the company their effective working days during the year are 273 less an average of 45 off for bad weather, or a net of 228 working days. The Company states that they would gross \$4,500 each four days, and in view of this the total payroll in 228 days would be $\$4,500 \times 57$ or \$256,500.

Working from their own figures it would appear that with full allowances for 45 days of bad weather (which was about 33 in 1955 season, I am informed) their gross would be \$256,000 while the actual gross reported on their financial statement was \$160,000 in sales a difference of \$96,000 based on their own figures.

Apparently it could not have been that there was no demand or sale for the additional sand because apparently no sales efforts are charged to the company and therefore it is safe to assume that the company had no paid sales effort to obtain the full revenue possible from efficient operation and sales.

Therefore summing up Exhibit 11 as evidence that the company is independent and cannot pay union wages, it would appear that the financial statement instead of maintaining this allegation actually indicates that the company is a subsidiary of a major company, no sales effort is being conducted by the company in the ordinary sales sense, and full revenue is not being obtained from operations.

The financial statement reveals:—

(a) The Company is not an operating company in the complete sense of the word but a subsidiary without regular operational functions of office staff and other control.

(b) The expenses of normal functions are either being paid or controlled by other interests, or both.

(c) It is therefore reasonable to assume that if the expenses are being paid, controlled or both by other interests, then the revenue is subject to the same control of other interests.

(d) Other facts in the statement are open to question either the efficiency, price, or production of the company as stated above, and including such factors as depreciation and other claims.

(e) Despite questioning the company representatives did not claim that they were actually an independent company, and did not decline any presumption that they are actually a functioning unit of a larger and more profitable enterprise.

Therefore, the plea that the company would "go out of business" if asked to pay the union wage scale is not supported by the financial statement, but rejected by some facts revealed, and only a study of the financial situation of the sponsoring company would provide the truth in connection with ability of the presumed subsidiary to pay.

The financial statement as submitted is therefore rejected as evidence or justification of the financial position of the company in regard to its ability to pay, but is rather interpreted as revealing an ability to increase revenue and therefore to pay a substantially higher rate if required.

The Union in its claims concerning the wages, vacation pay, hours of work has not only made clear its willingness to conciliate but has made it apparent that other companies previously operating in the area

have always been able to pay the wage scale, and other substantiating evidence which would indicate that their claims are valid.

Conclusion

The recommendation of this officer is to recommend further conciliation on the matter of longshore work by the crew, and other minor points which it would appear can be adjusted by discussion.

However, on the matter of employment, wages, vacation pay, hours of work, main-

tenance of membership and participation in the welfare plan, this officer would recommend and support the claims of the union and reject wholly and entirely the claims of the company in connection with these points of disagreement.

This officer therefore finds in favour of the Union on these points of disagreement or no agreement.

Respectfully submitted.

(Sgd.) COLIN A. GRAVENOR,
Member.

Canadian Railway Board of Adjustment Releases Decisions in Eight Disputes

The Canadian Railway Board of Adjustment No. 1 has released its decisions in eight cases, two heard December 13, 1955, three heard March 13, 1956, and three on May 8, 1956.

One case concerned the claim of a locomotive fireman for extra pay for a run in which an engine was tied up between terminals; a second, the action of the company in removing the baggagemen from a passenger train and requiring the conductor to handle baggage, mail, express and milk; a third, the claim of an engineer who was required to double over a portion of a train before being relieved in arriving at a terminal; the fourth, the claim of a locomotive engineer that he had been underpaid for inspection time; the fifth, the manner in which engineers were entitled to claim terminal time at Montreal; the sixth, a claim for pay for time a fireman was tied up at completion of work train service; the seventh, claims for pay for two conductors called to work twice in the same day, both of which calls were cancelled; and the eighth, the sending out of a yard crew on a wrecking detail when two main line crews were available.

The contention of the employees was sustained in the first, fourth and seventh cases; partially sustained in the second, fifth and eighth; and not sustained in the sixth. In the third case, the dispute was disposed of on the basis of principles outlined by the Board in its decision.

The eight disputes and decisions are summarized here.

Case No. 661—Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for extra pay for a run in which an engine was tied up between terminals.

On January 15, 1954, a fireman was ordered with an engineer in straightaway service with a light engine from Brockville to Montreal. The engineer's instructions were to proceed to Cornwall, turn over the engine to the switching crew, and after the switching crew had completed its work to take the engine to Turcot (Montreal). Both engineer and fireman were paid continuous time from Brockville to Montreal.

The fireman claimed that he was entitled to be paid for a minimum day from Brockville to Cornwall, time tied up between terminals at Cornwall, and a minimum day from Cornwall to Montreal. This claim was refused by the company.

The fireman's claim was based on an article in the current agreement between the company and the union which the union contended would be meaningless if it did not govern in the present case.

The company, in its contention, stated that the engine in question had been sent out solely to provide power for switching at Cornwall to replace a diesel road switcher which had failed; and that the engine crews' instructions had been clearly given before they left Brockville.

The company stated that its understanding was that the words "tied up at any point between the initial terminal and the point for which called," contained in the article cited, must be interpreted to mean that the fireman was to receive definite

instructions to that effect before he could be considered as "tied up"; and further that the rule applied only when, due to unforeseen circumstances, an engine crew must be relieved from duty at a point short of the final terminal.

The Board sustained the contention of the employees without comment.

Case No. 662—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning the action of the company in removing the baggageman from two Budd-car-operated passenger trains, and requiring the conductor to perform the duties formerly performed by the baggageman.*

The company and union jointly said that on February 12, 1955, the steam trains which had been used on these runs for many years were replaced by a single-unit Budd car and the train crew reduced to a conductor and a baggageman.

On June 6, 1955, the baggageman was withdrawn, the conductor being left to do all the work. The union protested to the company, claiming that the conductor should be paid the baggageman's rate in addition to his earnings as a conductor.

The union contended that handling baggage and mail was not part of a conductor's duties, whereas the Rates of Pay specified in the agreement did provide for such work being done by baggagemen. The employees quoted a rule covering the composition of crews in passenger train service that states:

(b) Manning of oil, electric and other motor coaches;

(1) When no trailer is operated crew will consist of a conductor (and motorman) except where the volume of baggage and express to be handled warrants the addition of a baggageman.

It was emphasized by the union that this rule referred to the volume of baggage and express to be handled, but did not mention mail, milk or LCL freight—commodities usually handled on the trains in question, besides express.

The company in its contention emphasized the word "warrants" in the above-quoted rule. It said the rule had always been interpreted to mean that in assigning a single-unit oil, electric or other motor coach, unless it had first been determined by the company that a baggageman was not warranted, a baggageman should be assigned. Later he could be withdrawn if it was established that his services were not needed.

The company cited the fact that in this case, although the single-unit Budd car had been assigned on February 12, 1955, the

baggageman was not withdrawn until June 6, 1955, as evidence that full consideration had been given by the company to the question of whether a baggageman was needed or not. It was also stated by the company that after the trains had been changed a further survey of the amount of work done by conductors on the trains had been made, and copies of statements of the amount of work done were supplied to the Board.

The Board sustained the contention of the employees to the extent of returning the baggageman to the run until negotiations, provided for by a note appended to the rule quoted, had been concluded.

Case No. 663—*Dispute between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Engineers over the case of an engineer who arrived at a terminal on an engine that was run through and was required to double over a portion of the train before being relieved.*

On May 5, 1954, an engineer arrived with his engine at the east switch, Kamloops, but the train crew was not off duty until 35 minutes later because they had to double over the head end of train into another track. After this double over was made the new engine crew took over. The engineer made a claim for payment for time taken in making the double over, amounting to four miles.

The company claimed that the article of the collective agreement between the company and the union on which the union based its claim did not apply in the case of engines that ran through, as the engine had in this case.

The union stated that in the case in question the engine could not be turned over to the outgoing engineer until the train had been doubled over into another track, and that therefore the change-off point had not been reached until this doubling over had been done.

The Board found that the agreement provided for the payment of final terminal time beginning when the engine reached the designated outer switch, and continuing until 30 minutes after the engine reached the change-off point. The Board further found that an engine in freight service has reached the change-off point when: (a) the train is clear—unless otherwise instructed by the railway—and; (b) the engine has come to a stop in a recognized change-off area.

The contention of the employees was disposed of by the Board in accordance with the above findings.

Case No. 664—*Dispute between Canadian National Railways (Western Region) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer that he had been paid for less inspection time than he was entitled to.*

During June 1954 the inspection time on 14 trip tickets submitted by an engineer was reduced by the company from the 45 minutes claimed to 30 minutes. Similar reductions were made on other engineers' trip tickets in cases where locomotives were run through the final terminal.

The union contended that the company was not applying an amended article of the current agreement, which allowed 45 minutes "after arrival on shop track or at change-off point on completion of trip".

This constituted a breach of the agreement, the employees contended.

The company stated that it was its understanding that a different rule, which became effective on September 1, 1948, governed the case of an engineer who operated a road engine running through terminals where engine crews change off. Under this rule, such engineers had been paid a minimum of 30 minutes' inspection time. The company contended that the rule quoted by the union which became effective on May 15, 1954, did not apply to such cases.

The Board found, however, that the latter rule governed, and the contention of the union was accordingly sustained.

Case No. 665—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers concerning "final terminal time" as it affects engineers arriving in Montreal terminals.*

The dispute centred round the meaning of the highly detailed regulations set out in the Schedule of Rates of Pay and Rules governing service of locomotive engineers, effective September 1, 1929. These regulations had, it appeared, been the subject of dispute in the past, and, as a result, a Memorandum of Understanding had been signed on September 24, 1944, between the company and the Brotherhood of Locomotive Engineers and another union. The purpose of this memorandum was to define main track switches in Montreal terminals connecting with yard tracks.

According to the company's statement, subsequent physical changes in Montreal terminals necessitated a revision of the examples given in this memorandum; this was done in a new memorandum signed on April 17, 1946.

Notwithstanding these attempts to compose their differences, it appeared that the

union and the company were still unable to agree on the meaning of certain regulations. The union claimed that a recent circular issued by the Superintendent of the St. Lawrence Division of the railway had had the effect of causing the time returns submitted by locomotive engineers to be reduced by amounts ranging from three to twenty-one miles. This circular, at the request of the union, was cancelled on or about November 10, 1955; but the company, the union contended, had refused to adjust time returns which had been altered after the issue of the circular and had continued to alter time returns in the same way after its cancellation.

The company contended that the provisions of the article in the Schedule were being applied in the manner contemplated in the memoranda of understanding.

The Board sustained the contention of the employees to the extent that final terminal time should be allowed when trains were held at Signal No. 71, Rouse's Point Subdivision, on account of yard congestion; but not if detained on account of reasonable movements of other trains in and out of the terminal.

The Board stated, however, that it had found that peculiar conditions existed at the entrance to Montreal terminal from the Rouse's Point Subdivision, and that its decision applied only to that entrance.

Case No. 666—*Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Locomotive Firemen and Enginemen concerning claim of a road fireman for pay for time during which he was tied up at completion of day in work train service.*

A fireman who was assigned to the freight pool on the Portal Sub-Division operating out of Moose Jaw, Sask., during October 1954 was ordered to Weyburn to perform work train service between Weyburn and Estevan. At the end of each day's work on October 14-15, 15-16, 27 and 28, he was returned to Weyburn, where he was given sleeping accommodation in the enginemen's bunkhouse.

The union contended that the fireman, being regularly assigned to the through freight pool operating out of Moose Jaw, was governed by the rules covering this assignment, which were different from those which applied to work train service. A fireman had a contractual right, the union said, to exercise a preference according to his seniority and to be governed by the rules covering his chosen assignment, and that this right could not be affected by merely issuing train orders.

The company in its contention quoted the following article of the current agreement with the union: "Road fireman held between terminals for work train service will be paid for time *occupied* in such service." (Emphasis added by the company.)

The company contended that this clause applied only to road firemen when working as such, and that it provided that they should be paid for time occupied in work train service enroute in addition to the mileage of the trip. Other clauses of the article, the company stated, provided that firemen in work train service, whether assigned or unassigned, should be paid continuous time when laid up at other terminals if sleeping accommodation was not supplied. The right to tie up a work train crew as long as sleeping accommodation was available had been accepted in the past, the company said, and it contended that the fireman had been properly compensated.

The Board found that the company in ordering the fireman for work train service had followed the proper course under the agreement. When men were so called in unassigned service, the Board said, it necessarily followed that the men properly called should be paid under the rules applicable to the class of service for which they were called, whether work service or other.

The contention of the employees was not sustained.

Case No. 667—*Dispute between Algoma Central and Hudson Bay Railway Co. and the Brotherhood of Railroad Trainmen concerning a claim for pay for two conductors who were called for work twice in the same day, both of which calls were cancelled.*

On July 3, 1955, two conductors were called for 7:00 a.m. to work as pilots on Canadian National trains. At 6:40 a.m. both calls were cancelled. At 11:00 a.m. on the same day they were both called again. These calls were cancelled at 11:45 a.m. The company had agreed to pay for only the first calls and cancellations. The union claimed that both sets of calls and cancellations should be paid for.

The company stated that the calls had been cancelled before the men had left their houses to report, and that it had never been its practice to pay for calls

which had been cancelled before the men had left their houses. It claimed that the practice in this respect was the same on other Canadian railways.

The Board sustained the claim of the employees.

Case No. 668—*Dispute between Algoma Central and Hudson Bay Railway Co. and the Brotherhood of Railroad Trainmen concerning the sending out of a yard crew from a closed yard on a main line trip of 86 running miles when two main line road crews were available.*

On July 14, 1955, at 4:05 a.m., a north-bound freight train encountered a rock slide some 43 miles south of Hawk Junction, necessitating the movement of a hoist to the point to clear the main track. An assigned yard crew coming off duty at 5:00 a.m. left Hawk Junction with a hoist at 6:15 a.m. and returned to resume yard switching assignment at 2:45 p.m. Two road crews available were not called.

The union contended that these road crews should have been used and that, since they had not been used, they were entitled to be paid for 50 miles, as provided in the article of the Schedule governing run-arounds.

The company contended that the crews held no rights on Soo Subdivision, and that the action taken was proper. The company quoted the following article of the Schedule: "When *unassigned* crews are available and run-around at terminals they will be paid 50 miles for each run-around and hold their turn out." (Emphasis apparently the company's.)

The company claimed that the crews involved did not hold turns on the Michipicoten and Soo Subdivisions, and that there had been no contention until then that they were not assigned crews. The yard crew on duty when the accident occurred was the most convenient and logical crew to use in the emergency. The company said that it had always been its policy to meet the desires of the organizations in arranging these assignments.

A number of communications which had passed between company and union officials were submitted.

The claim of the employees was sustained to the extent that the first road crew available was to be paid 50 miles as run-around.

Average income of Canadian non-farm families and unattached individuals living by themselves in 1954 is estimated at \$3,654 by the Dominion Bureau of Statistics. About one-fifth had incomes of \$5,000 or more, more than half had \$2,000 to \$5,000, and slightly more than one-fourth had incomes below \$3,000.

Collective Bargaining in Hotel Industry

Collective agreements cover an estimated 20 per cent of paid hotel workers, in contrast to 12 per cent in all service industries and 39 per cent of all paid workers. File of 102 agreements analysed here

The nature of the hotel industry presents difficulties to the widespread union organization of its employees. Many hotels have few employees and many are situated in small towns some distance from urban centres where unions are usually concentrated.

Nevertheless, an estimated 20 per cent of paid hotel workers are covered by collective agreements. This compares with 12 per cent for paid workers in the service industries as a whole, which include, in addition to hotels, community or public, government, recreation and business services. For all industry, however, approximately 39 per cent of all paid workers are covered by collective agreements.

Hotels in which the workers are organized are mainly the larger establishments situated in urban centres. For example, railway-owned hotels are, as a rule, union organized, as are large non-railway hotels in cities like Montreal, Toronto, and Vancouver. These non-railway hotels are often links in widespread hotel chains.

The Economics and Research Branch of the Department of Labour has on file 102 collective agreements covering 14,155 hotel workers. The distribution of bargaining units according to number of employees is as follows:

Size of Bargaining Unit	Collective Agreements	Workers Covered
Up to 10 employees.....	19	107
11 to 50 employees.....	34	1,003
51 to 100 employees.....	15	1,065
101 to 500 employees.....	26	6,102
More than 500 employees.....	8	5,878
Totals.....	102	14,155

Scope of Bargaining Units

Sixty-five hotels have negotiated individual agreements affecting 9,685 workers. With one exception these agreements are signed by single unions. The exception is an agreement negotiated by four unions representing 12 workers engaged in engineering and maintenance. Thirty-seven

agreements covering 4,470 workers are multi-hotel in scope. In all but five of these, with 491 workers, the Hotel and Restaurant Employees and Bartenders International Union is the employees' representative. Multi-hotel agreements are usually restricted in scope to a number of hotels in a particular city, town, or local district. Only two of the eight bargaining units with more than 500 employees and six of the 26 in the 101 to 500 employees' group are multi-hotel contracts. In most of these cases each individual employer has a comparatively small number of employees.

Classifications of Workers

The classifications of employees covered include kitchen, beverage room, service, laundry, engineering and maintenance workers. Beverage room employees, with few exceptions, are the only workers organized in the small hotels, while in the larger establishments all or various combinations of the occupations listed above are included. There are 32 agreements covering 7,856 workers engaged in all the listed occupations; 28 with 3,417 workers in beverage rooms only; 19 with 2,314 workers in kitchen, service and laundry occupations; 17 with 204 workers who are mainly operating engineers or firemen; and six with 364 workers in various other combinations.

Unions

The predominant union in this field is the Hotel and Restaurant Employees and Bartenders International Union, which is the bargaining agent for 8,703 workers in 57 agreements. Beverage room employees, only, account for 25 (3,166 workers) of these contracts; another 15 (4,101 workers) include beverage room workers together with other hotel occupations. The other 17 (1,436 workers) apply to workers in various classifications but exclude beverage room employees. Slightly more than 75 per cent of the Canadian membership of this union is employed in the hotel industry.

The Canadian Brotherhood of Railway Employees and Other Transport Workers, which organizes mainly employees engaged

in certain aspects of railway transportation, is the union representative in 14 contracts covering 3,981 workers. Each of the contracts bargained by this union is negotiated and signed with individual hotels, all but one being railway owned and operated. The hotel agreements held by this union cover workers in various combinations of occupations with eight of the fourteen agreements including beverage room employees.

Other unions represent 1,471 workers in 31 bargaining units. The International Union of Operating Engineers holds 11 contracts covering only 69 workers, as this union generally confines its organizing activities to stationary engineers and firemen. In addition, this union negotiates one agreement jointly with the International Brotherhood of Electrical Workers, International Brotherhood of Machinists and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

The remaining unions with agreements in the industry are: International Brotherhood of Pulp, Sulphite and Paper Mill Workers; Building Service Employees' International Union; several directly chartered local unions; *l'Association Ouvrière Canadienne, Inc.* (Canadian Workers' Association, Inc.); Laundry Workers' International Union; Retail, Wholesale and Department Store Union; National Council of Canadian Labour; International Union of Mine, Mill and Smelter Workers; and the National Union of Operating Engineers. The International Brotherhood of Pulp, Sulphite and Paper Mill Workers holds agreements with hotels which are owned and operated by pulp and paper producing companies, located in out-of-the-way places.

Duration of Agreements

The duration of more than one-half of the agreements analysed is for periods of two years or more. These agreements affected 82 per cent of the workers. Forty-seven contracts covering only 18 per cent of the workers are in effect for less than two years, as shown by the following:

Collective Agreement Effective for	Collective Agreements	Workers Covered
One year or less.....	43	2,349
More than one year, less than two years.....	4	142
Two years.....	52	10,766
More than two years.....	3	898
Totals.....	102	14,155

TABLE 1.—UNIONS AND COLLECTIVE AGREEMENTS IN THE HOTEL INDUSTRY, BY REGION

Union	Canada		Maritimes		Quebec		Ontario		Prairies		British Columbia		Yukon Territory	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Hotel and Restaurant Employees and Bartenders International Union.....	57	8,703	3	501	2	1,023	19	3,829	18	1,553	14	1,787	1	10
Canadian Brotherhood of Railway Employees and Other Transport Workers....	14	3,981	2	98	2	665	1	533	7	1,583	2	1,102	—	—
International Union of Operating Engineers	11	69	—	—	—	—	8	38	1	25	2	6	—	—
Other Unions.....	20	1,402	—	—	5	421	8	487	2	92	5	402	—	—
Total All Unions.....	102	14,155	5	599	9	2,109	36	4,887	28	3,253	23	3,297	1	10

Three agreements of three years' duration were signed by one hotel with the Hotel and Restaurant Employees and Bartenders International Union, Laundry Workers' International Union and the National Union of Operating Engineers,

respectively. Agreements negotiated by the Canadian Brotherhood of Railway Employees and Other Transport Workers are, with one exception, for two year periods, as are 29 contracts bargained by the Hotel and Restaurant Union.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during April and May made obligatory a number of changes in wage rates, hours, statutory holidays, vacations and rest periods.

In the construction industry in the Chicoutimi district, an amendment to the decree provides for increases of from 5 to 15 cents per hour for most classes in Zone I; however, fewer classes received increases in Zone II, and no increase is reported for Zone IA.

In the construction industry in Montreal, a new section was added establishing special provisions for structural steel work. The rates for journeymen structural ironworkers and journeymen welders are set at \$2 per hour.

In the fine glove and working glove industries in the province, the hours have been reduced to 44 per week, with corresponding increases in wages to afford the same take-home pay. A further increase in wage rates of not less than 2½ per cent is also stipulated, effective March 1, 1956.

In the uncorrugated paper box industry in the region of Montreal, an amendment to the decree increases wage rates from 4 to 5 cents per hour for all classes, and provides one additional holiday with pay. The vacation with pay clause has been amended to provide for an additional 2 per cent vacation pay for employees having 15 years of service. Two 10-minute rest periods per day are now included.

A new decree for the men's and boy's hat and cap industry in the province grants an additional holiday with pay and an additional week of vacation, but there were no increases in wage rates.

In the paint manufacturing industry throughout the province, a new decree increases wage rates from 8 to 15 cents per hour, and there is an additional paid holiday, making a total of seven paid holidays.

A new decree for the sheet metal industry in Montreal provides for increases of 7 or 8 cents per hour to all classifications and a third week of vacation to all employees with 20 or more years of service.

Industrial Standards Act, Saskatchewan

During April 1956, one new schedule was made binding under the Industrial Standards Act for the bakery industry in Moose Jaw, providing for an increase of \$2.25 per week for all classifications. Work

on holidays is paid at the overtime rate of time and one-half in addition to the regular holiday pay for the day. Hours remained unchanged at 40 per week.

Industrial Fatalities

(Continued from page 835)

struck by tools, machinery, moving vehicles or other objects. Within this group the largest number of deaths were caused by falling trees or limbs (15), trains or other railway vehicles (10), objects being hoisted or conveyed (9), objects falling or flying in mines and quarries (9) and materials falling from stockpiles or loads (8). In the classification "collisions, derailments, wrecks, etc.," 47 fatalities were recorded. These included 21 as a result of automobile

or truck accidents and eight involving aircraft. "Falls and slips" accounted for 45 of the fatalities during the period; all of these were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia there were 51 and in Quebec 46.

During the quarter, there were 92 fatalities in January, 96 in February and 60 in March.

Labour Legislation in British Columbia, 1956

Two weeks vacation with pay provided for by new Annual Holidays Act
Discrimination in employment banned by Fair Employment Practices Act
Minor amendments were made to Factories Act, Gas Act and mining Acts

During the 1956 session of the British Columbia Legislature from January 17 to March 2, a new Annual Holidays Act was passed which, when it goes into effect on July 1, 1957, will require employers to grant their employees an annual holiday with pay of two weeks after completing a year of service.

An Act to promote fair employment practices was also passed which makes discrimination against men and women in respect to their employment because of race, creed, colour, nationality, ancestry or place of origin contrary to the law of the province.

The Factories Act, the Gas Act and the two mining Acts were also amended.

Annual Holidays Act

The new Annual Holidays Act will require an annual holiday with pay of two weeks to be granted to workers covered by the Act, instead of one week as at present, with a corresponding increase in the rate of vacation pay from 2 per cent to 4 per cent of annual earnings.

(Saskatchewan is the only province which now provides for a vacation with pay of two weeks after one year's service, although Alberta provides for two weeks after two years' service and Manitoba after three years' service. The vacation with pay required to be given under the Annual Holidays Ordinance of the Yukon Territory is "at least 14 days" after each working year of employment.)

The new Act provides for the introduction of a vacation credit system. At the direction of the Minister of Labour, the Board of Industrial Relations is authorized to hold an inquiry and to make an order requiring the employers in a specified industry to give their employees holiday credits at the end of each pay period. The order would prescribe the manner of ascertaining the credits and the time at which and the manner in which employees may receive payment in cash.

(At the present time, a stamp system is being used in the construction industry in Alberta, Manitoba (Greater Winnipeg only), New Brunswick, Ontario and Quebec (the Montreal and Hull Districts), and in the mining industry in New Brunswick. For some years it has been used in Ontario in any industry under the Act if employment is terminated during a working year.)

Like the Act now in effect, the Act will apply to all employers and employees in the province except those engaged in farming and horticultural operations, domestic servants in private homes, persons engaged in the practice of specified professions, including students, and employers and employees covered by a collective agreement, if the employees' representatives have been authorized to bargain in accordance with the Labour Relations Act, and if the Minister has approved the vacation provisions of the agreement.

"Employee" does not include a person who has not completed five days of actual work in a calendar year. The former wording was "does not include a person who is employed for a period of less than one week".

A working year is defined, as previously, as not less than 225 days of actual work. If the employee's employment is terminated during a working year and before he has earned an annual holiday, the employer must pay him holiday pay for the time he has been employed. Payment is to be made at the rate of 4 per cent of his total wages and salary during the period of his employment. Should an employee leave his employment at a time when he has already earned an annual holiday but has not taken it, he must be given pay in lieu of the holiday. An employee who has worked throughout a year but for less than 225 days and continues to be employed by

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the same employer must be given his holiday pay within 30 days after the end of the calendar year.

The new Act protects the employee's entitlement to his annual holiday or pay in lieu of holiday when the business in which he is employed is sold, leased or transferred, by stipulating that the employment of the employee is deemed to be continuous and uninterrupted by the sale, lease or transfer. There is a similar provision in the Alberta Labour Act and in the Manitoba Vacation with Pay Act.

The Act provides for the making of an agreement with any other province "for the purpose of dealing with annual holidays on an interprovincial basis". Such an agreement may supersede the provisions of the Act to such extent as is necessary for the purpose of giving it effect.

The annual holiday may be taken in an unbroken period of two weeks or in two periods of one week each. It is exclusive of statutory holidays to which the employee is entitled and must be given within 10 months after the date on which the employee becomes entitled to it.

Holiday pay must be given in one payment at least one day before the beginning of the annual holiday. Holidays due, or their equivalent in moneys, are deemed to be wages, but, it is now stated, are not subject to the Semi-monthly Payment of Wages Act.

More particulars are required with respect to the records which an employer must keep. These include the date of commencement of the present term of employment and its anniversary date, the dates of commencement and completion of each annual holiday granted, the period of employment covered by the annual holiday, the amount of holiday pay and the amount of money paid in lieu of an annual holiday upon termination of employment. Records with respect to an employee whose employment is terminated must be kept for six months.

An employer convicted of failure to pay holiday pay due under the Act or an order of the Board may be ordered to pay such money to the employee, in addition to the fine imposed.

The Act will apply to every employee who becomes entitled to an annual holiday or pay in lieu of holiday after July 1, 1957, whether or not the holiday or pay was earned wholly or in part before and after that date. Where an employee has been given an annual holiday longer than two weeks, the extra time granted is not to negate in whole or in part any other annual

holiday or pay in lieu of holiday to which an employee may be entitled under the Act.

Fair Employment Practices

The Fair Employment Practices Act forbids employers to refuse to employ, to discharge or to discriminate against any person because of his race, religion, colour, nationality, ancestry or place of origin. Trade unions are prohibited from excluding from membership, from expelling or suspending, or from discriminating against, any member or person for any of these reasons. Expressions of discrimination in employment application forms, in advertisements or in written or oral enquiries in connection with prospective employment are also banned.

The Act does not apply to employers of fewer than five persons nor to domestic servants in private homes. Non-profit charitable, philanthropic, educational, fraternal, religious or social organizations or those operated primarily to foster the welfare of a religious or racial group are also excluded. However, by an amendment made in passage, it was made clear that institutions under the Public Schools Act are covered by the legislation.

The Act is to be administered by the Department of Labour through a Director, who will be an officer of the Department designated by the Minister to receive and deal with complaints.

A complaint that a person has been discriminated against must be made in writing. On receipt of a complaint, the Director will designate an officer of the Department to inquire into the matter and, if possible, to effect a settlement. If he reports that he has been unable to settle the matter, the Director may refer it to the Board of Industrial Relations, which shall have for its investigations the powers of a Commissioner under the Public Inquiries Act. The Act declares that the appointment of the Board may not be questioned nor its proceedings restricted or reviewed in any Court by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, *quo warranto* or otherwise.

After hearing the parties, the Board is required to recommend to the Director the course which should be taken, which may include reinstatement with or without compensation for loss of earnings and other benefits. The Minister, on the recommendation of the Director, will then issue whatever order he deems necessary, and the order will be final and must be complied with.

A fine of up to \$100 may be imposed, on summary conviction, for failure to comply with any provision of the Act or any order made under it. A prosecution under the Act, for which the written consent of the Minister is required, may be instituted against a trade union or employers' organization in the name of the union or organization.

Mines

Amendments were made to the provisions of the two mining Acts.

The provision in the Metalliferous Mines Regulation Act requiring workmen employed in a metal mine or in ore- or rock-crushing processes to have a medical certificate of fitness was amended to require a certificate in all cases unless permission to the contrary is granted by the Workmen's Compensation Board. Formerly, a certificate was not required for employment for two months or less in any 12-month period.

The Act provides that the Canadian Electrical Code, Part V, is applicable to electrical installations in mines except where otherwise provided by the Act. A change in this provision enables an inspector to determine that the Code is not suitable and does not apply. Another change permits the Chief Inspector to authorize the use of voltages up to 600 volts in main access haulageways under conditions prescribed by him. The Act limits voltage to 300 volts in other circumstances. Electric street cars used to transport men require the higher voltage.

The certifying authority for permissible equipment with respect to electrical installations in coal mines under the Coal Mines Regulation Act is now the federal Department of Mines and Technical Surveys, which has established a service of this kind in place of the Canadian Standards Association.

Hours of Work in Laundries

The special sections in the Factories Act respecting the hours during which persons might be employed in laundries, cleaning, dyeing, pressing or dressmaking establishments were deleted. Under these provisions no person could operate or be employed in a laundry or other establishment covered by the sections except between 7 a.m. and 7 p.m. unless special permission in writing was obtained from the factory inspector. Employees of public service laundries were permitted to work up until 11 p.m. without special permission.

Employees in laundries and dry cleaning establishments are subject to the 8-hour daily and 44-hour weekly limits imposed by the Hours of Work Act. Opening and closing hours of laundries are no longer regulated unless they are covered by a municipal by-law.

Inspection of Gas Equipment

Amendments were made to the Gas Act passed in 1954 to protect the public from hazards arising out of the use of gas to produce light, heat or power. Only licensed gasfitters may instal or repair house piping or appliances.

As a result of an amendment this year, no person may be appointed an inspector under the Act unless he holds a certificate of competency. To obtain a certificate an applicant must pass examinations and tests as the Minister of Public Works may require. The nature of the examination and the standards of qualifications for a certificate will be prescribed by regulations.

Gas inspection services within the boundaries of a municipality are to be provided and maintained by the municipal council, except where arrangements are made with the Minister for the Chief Inspector to furnish inspection services. If the Chief Inspector is of the opinion that an efficient municipal gas inspection service by a fully qualified and competent person is not being maintained, he may, by agreement with the municipality, take over the inspection service in the municipality. Where he does so, the Chief Inspector may charge and collect the inspection fees fixed by the regulations.

The Advisory Board appointed under the Act is authorized to report to and advise the Chief Inspector with regard to examinations for certificates issued under the Act and to review the evidence with respect to the cancellation or suspension of a certificate of competency or licence. The Board is also to assist and advise the Chief Inspector at his request in any case where an appeal is made from an inspector's ruling or decision.

Bills Not Passed

Four private members' Bills seeking to amend labour laws were introduced but failed to get beyond first reading.

One of these sought to amend the Hours of Work Act by reducing the maximum hours which may be worked in a week from 44 to 40 and the hours within which a split shift may be worked from 12 to 10.

A second Bill would have amended the Trade-unions Act with respect to interim

injunctions in industrial disputes. It would have required one day's notice of the application to be given to the party against whom the injunction is sought before an injunction could be issued.

Two other Bills proposed amendments to the Labour Relations Act. The first of these sought to bring civil servants and employees of provincial boards, commissions and other government authorities under the Act. The second proposed more widespread amendments. Several would have diminished the powers of the Labour Relations Board. A change in the certification sections sought to remove from the Board the responsibility of determining whether or not a member of a trade union applying for certification is a member in good standing of the union. The Bill would have added a section stipulating that the Board had no authority to interpret a union constitution or to rule on the jurisdiction of trade unions. An amendment with respect to the taking of representation votes would have authorized the Board to certify a union if more than 50 per cent of those voting vote in favour of the union rather than 50 per cent of all those eligible to vote, as at present.

Other changes contemplated by the Bill were that a "collective agreement" as used in the Act would refer only to an agreement signed by a *certified* trade union and an employer or employers' organization; that the definition of "trade union" should be replaced by one making it clear that to conform to the Act a union must have as its primary purpose the regulation of relations between employers and employees through collective bargaining; and that a "unit" may be comprised of only one employee.

The Bill would also have added new sections to the Act as a consequence of the merger of the TLC and the CCL authorizing the Board to vary certifications already granted to indicate a change in a union's name and making it clear that the change of name would not affect the validity of the collective agreement to which the union was a party. The new sections provided that where a trade union had changed its name as a result of a merger or affiliation with another trade union it might apply to the Board to have its certification amended to show the correct designation of the new union. As evidence, the new union would have been required to produce a certificate of the president or secretary-treasurer of its international or head office certifying to the

change of name, merger or affiliation, along with a copy of a resolution certified by the secretary of the local union authorizing the change of name, merger or affiliation.

Where the Board varied a certification in this manner, a collective agreement entered into with an employer by the previously certified union would be deemed to have been entered into on behalf of the employees by the trade union named in the amended certificate and would apply as if the agreement had been previously entered into with the trade union shown in the amended certificate.

Another proposed amendment deals with the certification of craft unions. The Act permits certification of such unions subject to the requirement that the group of employees concerned must exercise technical skills which distinguish them from the employees as a whole and that a majority of the group must belong to one union representative of their craft or skill. The proposed amendment states that where a unit has been designated by the Board as appropriate for collective bargaining no part of it may be designated as a separate unit.

A further amendment would have authorized the Board by regulation to fix the daily amount which an arbitrator or chairman of an arbitration board dealing with a dispute arising out of a collective agreement may charge for his service, subject to a maximum of \$50 a day.

Other proposed amendments concerned strikes and lockouts. The Act prohibits strikes while an application for certification is pending. An amendment would limit the prohibition to the applicant union. At present, strikes and lockouts may legally take place in certain circumstances but only after a majority of all the employees in the unit affected have voted in favour of strike action and then only during the three months immediately after the vote has been taken. The amendment would limit those eligible to vote to trade union members and remove the three-months limitation. The amendment would also provide for industry-wide strike votes where industry-wide bargaining is involved.

The Bill would also have repealed the sections of the Act which authorize the Minister of Labour to refer a strike or lockout to a Judge of the Supreme Court for an adjudication as to its legality and which give the Court authority to cancel the certification, collective agreement and check-off arrangement of a union involved in a strike declared to be illegal.

Labour Legislation in New Brunswick, 1956

Fair Employment Practices Act enacted at this year's session of the Legislature. Labour Relations Act and Plumbing Trade Act are amended

The New Brunswick Legislature at its 1956 session, held from February 9 to March 29, enacted a Fair Employment Practices Act, to be administered by the Department of Labour. Applying to employers and to trade unions, it prohibits discrimination in regard to hiring and employment and in regard to trade union membership by reason of race, national origin, colour or religion.

The Labour Relations Act was amended to provide that policemen may be deemed employees within the meaning of the Act.

Minor amendments were made to the Plumbing Trade Act and the Mothers' Allowances Act.

Fair Employment Practices

New Brunswick passed a law forbidding discrimination by employers with regard to employment and by trade unions with regard to membership on grounds of race, national origin, colour or religion, becoming one of the six provinces with this type of legislation. A federal Act applying to all undertakings within the jurisdiction of Parliament with five or more employees was passed in 1953.

The Fair Employment Practices Act, which goes into effect on June 1, 1956, like the other provincial Acts, applies to all employers with five or more employees. It also binds the Crown in right of the Province. Excluded are domestic servants in private homes and exclusively charitable, philanthropic, educational, fraternal, religious or social organizations or corporations and other non-profit organizations operated primarily to foster the welfare of a religious or racial group.

The Act forbids certain positive acts of discrimination. An employer may not refuse to employ, or to continue to employ, or discriminate against any person in regard to employment or any term or condition of employment because of his race, national origin, colour or religion. Employment agencies are also forbidden to discriminate against any person on such grounds. On the basis of race, national origin, colour or religion, a trade union is forbidden to exclude any person from membership, to expel, suspend or otherwise discriminate against one of its members, or to discriminate against any person in regard to his employment by an employer.

No person (including an employment agency, employers' agency or trade union) may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses either directly or indirectly "any limitation, specification or preference as to race, national origin, colour or religion unless the limitation, specification or preference is based upon a *bona fide* occupational qualification". It is likewise unlawful for an employer or trade union to discharge, expel or discriminate against a person who files a complaint under the Act or gives evidence or otherwise assists in the initiation or prosecution of a complaint.

The Act is administered by the Minister of Labour. A person who feels that he has been discriminated against may make a complaint in writing to the Minister, who will assign a conciliation officer to inquire into the complaint and to try to settle the matter. If he is unsuccessful, the Minister may set up a commission of one or more persons with the powers of a conciliation board under the Labour Relations Act. If the commission, after investigating the complaint and hearing all the parties, finds that the complaint is supported by the evidence, it must recommend to the Minister the course which should be taken, which may include reinstatement, with or without compensation for loss of employment. The Minister is required to furnish a copy of the commission's recommendations to each of the persons affected and he may publish them if he sees fit. He may then issue whatever order he thinks necessary to carry them into effect.

Fines up to \$100 for an individual and up to \$500 for a corporation, trade union, employers' organization or employment agency may be imposed, on summary conviction for a contravention of the Act or failure to comply with an order made under it. In addition, an employer convicted of having discriminated against an employee contrary to the Act may be required by the court to reinstate him and pay him the equivalent of the wages he would have earned had he not been discriminated against. A prosecution for an offence under the Act may be instituted only with the written consent of the Minister.

A prosecution under the Act may be instituted against an employers' organization or a trade union in the name of the

organization or union. Any act done or omitted by an officer or agent of such an organization or union while acting in his official capacity will be deemed to be an act done or omitted by the organization or union.

Labour Relations

By an amendment to the Labour Relations Act it was provided that police officers in a city, town, incorporated village or county may be brought within the scope of the Act. The amendment resulted from a recent decision of the New Brunswick Supreme Court in which it was held that members of the Fredericton police force were not employees as defined in the Act and which therefore quashed an order of the Labour Relations Board certifying a union as bargaining agent for the police force and a second order requiring the City of Fredericton to bargain with the union (L.G., Jan., p. 86).

The Act provides that a city or town council may by resolution declare itself or any of its boards or commissions to be an employer within the meaning of the Act. The amendment provides that in such a case, if the city council or board or commission is empowered to prescribe conditions of employment for police officers, the police officers will then be deemed to be employees within the meaning of the Act.

Mothers' Allowances

The Mothers' Allowances Act was amended to provide for the payment of an

allowance until a child reaches the age of 17 or, if he is attending school, to the end of the school year in which his 17th birthday occurs. The amendment, which will be proclaimed in force, will permit payment for a year longer than before.

Plumbing Trade

The Plumbing Trade Act passed last year authorized regulations which are, in effect, a plumbing code for the province. In any area where the regulations are declared in effect, no person may engage in the work of the plumbing trade unless he holds a certificate of qualification. The Act was declared in force on October 15, 1955, and a chief plumbing inspector appointed who is responsible for the enforcement of the regulations in all designated areas; but a municipality may, by by-law, provide for the licensing of workmen in the trade and appoint a local plumbing inspector.

An amendment provides that when any matter within the scope of the regulations is not provided for, the municipality, with the approval of the Lieutenant-Governor in Council, may provide for its regulations and control through a plumbing trade by-law. Provision is now made for a penalty of \$50 on summary conviction for an offence under a plumbing trade by-law, payable to the secretary of the municipality for the use of the municipality. Previously penalties were established only for a violation of the Act or regulations.

Legal Decisions Affecting Labour

Orders of Quebec and Saskatchewan Labour Relations Boards quashed.
Decisions of arbitration boards held not subject to review by courts.
Quebec minimum wage legislation held not to prohibit payment in kind

The Saskatchewan Court of Appeal held that the Labour Relations Board's failure to consider certain legal principles in estimating the compensation to be paid to a discharged employee invalidated its reinstatement order.

The Ontario High Court ruled that the award of an arbitration board established under a collective agreement was not reviewable by the Court.

An order of the Quebec Labour Relations Board certifying a union as bargaining agent for the employees of a logging company was cancelled by the Quebec Superior Court on the ground that Indian employees

had been wrongfully excluded from the bargaining unit. In a second decision, the Court found that payment in kind was not prohibited by Quebec minimum wage legislation.

Saskatchewan Court of Appeal...

... quashes reinstatement order because dismissed worker's monetary loss was incorrectly assessed

On April 27, 1956, the Saskatchewan Appeal Court, on the application of a retail company, quashed with costs an order of the Saskatchewan Labour Relations Board ordering the company to reinstate and reimburse an employee who had been

dismissed for alleged union activity. The Court ruled that the Board's error in estimating the monetary loss suffered by the employee invalidated the order.

The judgment of the Court was given by Chief Justice Martin.

In April 1955, an employee of Simpsons-Sears Limited, Regina, applied for and was granted two weeks' leave of absence to help his father with the spring planting. He returned to work, however, after three days' absence, as weather conditions did not permit seeding operations at that time.

He continued working until May 13, when he again left for the farm, telling another employee that he was going to finish his leave but, as the Judge pointed out, without speaking to any of the officers of management whom he had previously consulted about leave of absence. On May 18, the organizer of the union of which he was a member advised him that it was rumoured that he had been dismissed. On his return to the city he found a letter from the company dismissing him on May 16. He was given a week's pay in lieu of notice.

The dismissed employee did not complain to the management of the company or present his case to the Labour Relations Board. Instead, he took his letter of dismissal to the union, which, alleging that the company had engaged in an unfair labour practice, applied to the Board on August 25 for an order requiring the company to reinstate him and to pay him for his monetary loss. In the meantime, the man worked on his father's farm, receiving only his room and board for his work, and was still there when the hearings were held in September and October 1955. He testified, however, that he had approached two firms and registered with an employment agency. He received two letters from the agency offering him work but when he arrived in the city the jobs had been filled. He did not say how long a period had elapsed before he reported to the agency or whether he had made other attempts to secure employment.

On October 28, 1955, the Board, with three dissenting members favouring dismissal of the application, concluded that the employee had been dismissed because of union activity and ordered his reinstatement. The Board also ordered that he should be paid \$485 for his monetary loss. This represented 15 weeks' wages at \$40 a week, his wages at Simpsons-Sears, with a reduction of \$115 for the unemployment insurance he had received during the period.

Chief Justice Martin, following the precedent laid down in a similar case, *John East Iron Works v. Labour Relations Board of Saskatchewan* (L.G., 1950, p. 704), concluded that the Board had not calculated the employee's monetary loss according to legal principles. He quoted the statement of the Judge in that case. Before directing that orders of the Board requiring the John East Iron Works to reinstate and reimburse five employees who had been discharged for union activity should be quashed without the actual issue of a writ of *certiorari*, that Judge had said:

Thus the Board held that what wages he would have received from the company between the relevant dates was his monetary loss irrespective of every other consideration. This is my opinion clearly ignores the principles of law applicable in such cases. It is the duty of the employee to minimize the loss; for all that appears in the reasons for judgment or in the formal order the employee may have been otherwise employed during the period in question or might have been so employed if he reasonably looked for employment. The Board assumed that the only question for its determination of the monetary loss was the amount of the wages he would have earned had he continued in the company's employ.

In this case, the only matters considered by the Board when assessing his loss were the wages he was paid at the time of dismissal and the amount of unemployment insurance he received. Chief Justice Martin stated that the value of his board and lodging should also have been taken into consideration.

He considered also that it was the man's duty to minimize his loss, a factor which had also not been taken into account by the Board. He could have procured work on some other farm during the harvest season, when help is generally in short supply and wages are high. The company should not be called upon to pay him while he chose to work on his father's farm for only his board and lodging.

The order of the Board was not severable, as counsel for the union contended, and there was no authority which would permit the Court to quash the part relating to the compensation for the monetary loss and to allow the part ordering reinstatement to remain in force. The Court, therefore, quashed the order of the Board requiring the company to reinstate Solomon. *Simpsons-Sears Limited v. the Department Store Organizing Committee, Local 1004 (CCL)*, Saskatchewan Court of Appeal, April 27, 1956.

Ontario High Court...

... rules decisions of an arbitration board set up by collective agreement not reviewable by courts

On January 30, 1956, in the Ontario High Court, Mr. Justice Judson dismissed the application of a mining company for a writ of *certiorari* to quash the decision of an arbitration board established under a collective bargaining agreement. He held that as the board was not a statutory body its decision could not be reviewed by the Court.

The proceedings began when the International Nickel Company of Canada refused to reinstate an employee after he had been absent more than 14 days while serving a short term of imprisonment. The company, which had previously refused the employee's request for leave of absence to serve his sentence, contended that the absence without leave constituted a break in service as defined in the collective agreement in effect between the company and the International Union of Mine, Mill and Smelter Workers, which, in part, provides:

A break in service shall be deemed to have occurred if an individual employed by the Company

"(a) quits (absence without leave for a period of over fourteen (14) days shall constitute a quit)."

The matter was then referred to an arbitration board, which decided the employee had not quit. The company then applied for a writ of *certiorari* on the ground that the board had exceeded its jurisdiction in interpreting "absence without leave" as "wilful absence without leave".

In the Judge's opinion, the board had not exceeded its jurisdiction. It was entitled to interpret the meaning of "break in service", and "quits" in the context quoted and with reference to the facts of the case and to decide as it had done. The board did not purport to alter the agreement. What it had done was to interpret it, in accordance with its authority to determine "any difference arising from the interpretation, application, administration or alleged violation" of the agreement. The terms quoted were contained in the agreement by virtue of Section 32 of the Ontario Labour Relations Act, which requires every collective agreement to provide for final and binding settlement of differences by arbitration.

Following the principle set out in *R. v. National Joint Council for the Craft of Dental Technicians (Disputes Committee)* (1953) 1 QB 704, from which he quoted:

There is no instance of which I know in the books where *certiorari* or *prohibition*

had gone to any arbitrator except a statutory arbitrator and a statutory arbitrator is a person to whom by statute the parties must resort.

Mr. Justice Judson decided that, since the board had not been set up by the Legislature but under a collective agreement, its decision was not reviewable by the Court. He, therefore, dismissed the application. *Re International Nickel Co. of Canada Ltd. and Rivando* (1956) 1 DLR 775.

Quebec Superior Court...

... finds that Canadian Indians are entitled to protection of province's Labour Relations Act

On October 31, 1955, the Quebec Superior Court in prohibition proceedings quashed an order of the Quebec Labour Relations Board certifying a union as bargaining agent for the employees of a Quebec logging company on the ground that the Indian employees who formed a part of the group should not have been excluded from the bargaining unit. The Court held that the Board had no legal basis under the Quebec Labour Relations Act or by-law No. 1 for considering Indian employees of the company as different from other employees under the Act.

The Company, John Murdock Limited, was engaged in logging operations at Monet in Abitibi County. The union, Local 2817 of the United Brotherhood of Carpenters and Joiners of America, applied for certification as bargaining agent for the company's employees contending, however, that the Indians in the employ of the company (of which there were, in November 1953, 92 out of a total of some 290 employees) should not be counted as part of the bargaining unit. The union maintained that the Indians should be excluded on the grounds that they were separate from other Canadians as a racial entity, that the labour laws of the province were not applicable to them, that they did not live under the same conditions as the other workers and were generally opposed to union membership. Not at first accepting the viewpoint of the union, the Board counted the Indians along with the company's other employees and on November 16, 1953, rejected the application on the ground that the union did not represent a majority of the workers. Later, however, in response to the union's request to reconsider its decision, the Board reversed its judgment and, excluding the Indians, certified the union as bargaining agent on March 18, 1954.

The company, maintaining that the Indians were employees like the other workers, that they worked under the same conditions and with the same tools and received the same wages as its other employees even though their social customs were different, contested the certification. Its request that the Board reconsider its second decision was refused on June 3, 1954.

On July 16, 1954, the company obtained a writ of prohibition ordering the Labour Relations Board to suspend all proceedings resulting from its decision to certify Local 2817 as bargaining agent of the employees of the company, and appealed against the decision of the Board.

In giving his reasons for decision, Mr. Justice Boulanger considered whether Section 41a of the Labour Relations Act barred the company from appealing against the decision of the Board. This section is in part as follows:

No writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity.

His Lordship stated that in order to determine this question it must be decided whether or not the action of the Board in not counting the Indian employees was a valid exercise of the Board's functions.

Outlining those functions, as set out in the Labour Relations Act and the Public Inquiry Commission Act, he concluded that the Board's principal function was to grant union recognition within the framework of and according to the conditions set down in the law.

His Lordship noted that "employee" is defined in the Act as meaning any apprentice, unskilled labourer or workman, skilled workman or journeyman, artisan, clerk or employee working individually or in a crew or in partnership but not including supervisory employees, specified professional employees, domestic servants and agricultural workers.

Examining By-law No. 1, which sets out the conditions under which a person may be deemed a member in good standing of a union, Mr. Justice Boulanger found nothing in these conditions dealing with ethnic or racial origin, colour, beliefs, way of life, customs or conduct outside working hours of any worker. The same was true of the Act itself.

As with every other judicial body, His Lordship continued, the Board must take the law as it stands; it cannot remake it or amend it; it cannot change definitions; it cannot make distinctions where the law

does not make them and it cannot make exceptions where the law makes none. Employees of the Indian race who do the same work as employees of the white race, with the same tools, the same methods, for the same wages and under the same conditions, are included in the definition of employees under the Labour Relations Act and the regulation of the Board. The Board cannot arbitrarily set them aside in deciding if an association represents the absolute majority of the workers of which they form a part.

His Lordship further emphasized that this attempt at racial segregation could not be supported on any legal grounds. It was an attack against the freedom to work and the right of every worker to join an association and benefit from labour laws. If the Board were allowed to exclude Indian lumbermen from the definition of employees, it would not be long before some little village tyrant, and there are many who would like to be such, would try, under the pretext that Indians are unwilling to accept trade unionism, to prevent them from working by means of a closed shop or other union security clause.

Mr. Justice Boulanger concluded that the Board did not exercise its functions within the limits of the law when it performed an unauthorized act or, what was worse, an illegal act. Since Section 41a only protected the Board from an action by way of writ of prohibition when it acted within its powers, he found no bar to the action by the company against the Board.

The Court therefore confirmed the writ of prohibition and quashed the certification order. *John Murdock Limitée v. La Commission de Relations Ouvrières de la Province de Québec et Autres et La Fraternité Unie des Charpentiers Menuisiers d'Amérique* (1956) *Rapports Judiciaires CS* Montréal 30.

Quebec Superior Court...

... holds that province's Minimum Wage Act does not prohibit employer from making payment in kind

In a judgment given on October 25, 1955, the Quebec Superior Court dismissed an action of the Minimum Wage Commission against an employer for wages owing to one of his employees on the ground that the employee had already been paid a sufficient amount in kind.

The reasons for decision were given by Mr. Justice Morin. The employee in question was employed as a watchman and janitor in a real estate undertaking owned

by the defendant. His occupation was covered by General Minimum Wage Order 4, Section 109 of which fixed a minimum rate of 41 cents an hour with a daily guarantee of three hours for such an employee working in Zone II of the province. The employer, however, instead of paying the employee a wage in cash had given him as compensation for his services a six-roomed dwelling, with heat and light, continuous hot water, refrigeration and other services, the value of which was estimated by the defendant at \$65 per month.

His Lordship stated that neither the Minimum Wage Act nor Minimum Wage Order 4 prohibited an employer from making an agreement with his employee to pay him in kind following the wage scale fixed by law. Further, he found that the value of the dwelling furnished was in excess of the minimum wage fixed by law.

In determining whether or not payment in kind was prohibited by law, His Lordship stated that Section 109 had to be read in conjunction with Section 1 (h) and Section 14 of the Act. Section 1 (h) defines "wage" as "the remuneration in currency and the compensation or benefit of a pecuniary value due for the labour or services of an employee". Section 14 reads in part:

The rate of minimum wage may be established on a basis of remuneration by the hour, day, week, month or year, or by the job, for piece work, on commission or on any other remuneration basis; it may also be established on several of these bases combined.

He found that the agreement made between the janitor and his employer was in no way contrary to the Act or Order 4. The action was therefore dismissed. *La Commission de Salaire Minimum v. Lamontagne* (1956) Rapports Judiciaires CS Montréal 19.

Recent Regulations, Federal and Provincial

New safety regulations for oil and gas wells are issued by British Columbia Workmen's Compensation Board; and more generous overtime provisions for federal prevailing rate employees have been approved

In British Columbia, new accident-prevention regulations respecting oil and natural gas wells, issued by the Workmen's Compensation Board, set out minimum safety standards for drilling equipment and practices. The Board of Industrial Relations has again exempted the fresh fruit and vegetable industry from the Hours of Work Act during the busy season.

Federal prevailing rate employees whose standard work week is 40 hours or less will now get time and one-half for overtime after 40 hours in a week. Supervisory differentials were also approved for these employees.

In Saskatchewan, it was provided that in three trades under the Apprenticeship and Tradesmen's Qualification Act—the electrical, plumbing and motor vehicle mechanics repair trades—the number of registered apprentices may not exceed one-third of the number of journeymen engaged in the trade in the province. Provision was also made for indenturing persons working at these trades to the Director of Apprenticeship. Apprentices in a number of designated trades must now receive at least the current minimum wage during their first 1,000 hours of training.

Provision was made for extending the system of mine rescue stations now established in five districts of Quebec to the entire province.

In Alberta, regulations respecting standards of qualification and examination of pressure welders were re-issued under the new Boilers and Pressure Vessels Act.

FEDERAL

Financial Administration Act

The Prevailing Rate Employees General Regulations made by Treasury Board by T.B. 478800 of November 10, 1954, were amended by T.B. 496371 and T.B. 496371-1 of January 27, 1956, with respect to overtime and vacation leave. Supervisory differentials were also provided for. The main change was the provision for the payment of overtime at the rate of time and one-half after 40 hours in a week.

Prevailing rate employees may not be paid at a special rate for overtime unless a standard work week has been fixed by Treasury Board. For those on a standard work week, overtime will now be recorded each day in units of 15 minutes and a weekly aggregate determined. (Fractions

of the 15-minute unit are not to be counted.) Payment will be made on the basis of every full hour of overtime recorded in the weekly total.

If the standard work week is 40 hours or more, time and one-half the rates of normal pay and extra pay, if any, payable for the work if it had been performed during normal working hours, is payable for each completed hour of overtime. Where the standard work week is less than 40 hours, the overtime rate will not apply until after 40 hours have been worked. Under previous regulations, time and one-half the regular rate was payable after 44 hours in both cases.

Vacation leave credits accrue at the rate of one-twelfth of the number of hours in the standard work week during each of the first 12 months of continuous employment, one-eighth during the next 12 months, and one-sixth after 24 months' service. Now, however, vacation leave credits begin to accumulate at the rate of one-quarter of the number of hours in the standard work week after 15 years' service instead of after 25 years' service, as formerly.

The gratuity in lieu of vacation leave credits which may be paid an employee whose services are terminated before he has completed six months of service is now payable if he has worked four consecutive standard work weeks. Formerly, the gratuity was payable after one month of continuous service.

Effective April 1, 1956, supervisory differentials may be paid to prevailing rate supervisory employees, subject to the approval of the Civil Service Commission as to numbers, responsibilities and levels of supervisors to be provided on departmental establishments. The rates paid must be multiples of five in all cases, with a maximum differential of 15 cents an hour when approved by the deputy head concerned. A differential of more than 15 cents an hour but not in excess of 30 cents may be paid, however, if Treasury Board approves.

PROVINCIAL

Alberta Boilers and Pressure Vessels Act

Regulations as to the standards of qualification and examination of pressure welders, approved by O.C. 442-56 and effective April 1, were gazetted April 30, rescinding those established last year by O.C. 449-55 (L.G., July 1955, p. 838). Re-issued under the new Boilers and Pressure Vessels Act, which went into force on July 1, 1955, the regulations make reference to the new Act and contain certain other minor changes.

The standards adopted for pressure vessel welders under the Act are those set out in Section IX, Welding Qualifications, of the ASME Boiler and Pressure Vessel Code. Any changes, published interpretations or rulings by the ASME Boiler and Pressure Vessel Code Committee to ASME Welding Qualifications become governing standards, if approved by the Chief Inspector of Boilers.

Only a person holding a certificate under the Boilers and Pressure Vessels Act may weld a pressure vessel or pressure piping. However, in a remote area where a qualified welder is unavailable, an authorized inspector may, as before, permit welding to be done under his supervision by an unlicensed person whose competency he has tested, provided certain requirements are met.

Certificates are classed as Grade A, Grade B and provisional. All three permit the holder to do welding under the Boilers and Pressure Vessels Act provided material groupings and performance requalifications outlined in paragraph Q-25 of Section IX of the ASME Boiler and Pressure Vessel Code are complied with. As before, the holder of a Grade A certificate may also engage in Fusion Welded Boiler repairs as outlined in the National Board Inspection Code. In the case of Grade B certificates, the P & F No. material and electrode groupings will be noted on the certificate and registration card, as under the previous regulations.

A new provision states that the holder of a Grade A or Grade B electric welding certificate may engage in oxy-acetylene pressure welding provided he has passed a practical oxy-acetylene test conducted by an inspector, in accordance with Section IX of the ASME Code. The test must be taken immediately prior to commencing operations, which must be limited to one class of welding.

There are some minor changes in the examination requirements due to the passing of the new Act and the recent grading of journeymen's certificates issued under the Welding Act. Under that Act, a journeyman's certificate is either first class or second class, depending upon the experience and skill of the applicant. The regulations now stipulate that the Journeyman Certificate under the Welding Act which is required as a qualification for either a Grade A or Grade B certificate is a First Class Journeyman Certificate. The examination for a Grade A certificate may be taken only by a candidate who has held a Grade B certificate under the Boilers and Pressure Vessels Act or a First Class

Journeyman Certificate under the Welding Act for at least a year. To be eligible to take the Grade B examination a candidate must be qualified as a first class journeyman electric welder under the Welding Act. The number and date of issue of the First Class Journeyman Certificate issued under the Welding Act must be given by an applicant applying for an examination.

The regulations set out the subjects which the written examinations will cover and specify that the practical tests shall be given and graded according to Section IX of the ASME Code. In the written examination, a candidate must obtain 60 per cent of the marks allotted to qualify for a Grade A certificate and 50 per cent for a Grade B certificate.

Provisional certificates valid for a period of 12 months may still be issued at the discretion of the Chief Inspector when qualified welders are not available. They may not be issued, however, to welders with First Class Journeymen's Certificates in electric welding who have had time to qualify for examination for a Grade B certificate.

British Columbia Hours of Work Act

By Regulation No. 21 (1956), gazetted May 17, the Board of Industrial Relations has again exempted the fresh fruit and vegetable industry from the operation of the Hours of Work Act from June 1 to November 30, 1956, inclusive. This means that persons employed in operations in or incidental to the canning, preserving, drying, or packing of any kind of fresh fruit or vegetable may work longer than eight hours a day and 44 hours a week during this period. Punitive overtime rates apply, however, during the period of exemption under a complementary minimum wage order. For some years the Board has required the payment between June 1 and November 30 of time and one-half the regular rate for the first two hours after nine in a day, double time after 11 hours, and time and one-half after 54 hours in a week, provided overtime is not calculated on a daily basis.

British Columbia Workmen's Compensation Act Oil and Gas Wells

The first accident-prevention regulations to be issued by the British Columbia Workmen's Compensation Board especially for oil and gas well-drilling and servicing operations were gazetted on April 26. The regulations were adopted after a public hearing last November and took effect on April 1.

They apply to all employers and workmen concerned with the search for petroleum or natural gas, including well-drilling, and the moving, erection, operation and maintenance of derricks, and of all equipment and processes concerned with the servicing and treatment of wells.

The regulations are in two parts. Part I contains general rules which, except for a few minor changes, are the same as those in the General Accident Prevention Regulations of the Workmen's Compensation Board. Part II sets out special rules respecting drilling equipment and practices, some of which are included among the safety provisions of the regulations under the British Columbia Petroleum and Natural Gas Act, 1954. Others are similar to regulations respecting oil and gas wells issued under the Alberta Workmen's Compensation Act (L.G., 1953, p. 588) and the Saskatchewan Oil and Gas Conservation Act (L.G., 1953, p. 591). The regulations become part of the complete Accident Prevention Regulations of the Board, for a contravention of which a penalty of not more than \$300 may be imposed.

Summarized below are some of the provisions respecting responsibilities and duties, personal protective equipment, lighting, safety requirements for equipment in general use, drilling equipment, blow-out prevention and fire-prevention.

Responsibilities and Duties

Employers, in addition to ensuring by means of regular inspections by competent persons that all buildings, structures, machinery, and equipment meet the requirements of the regulations, share with supervisors the responsibility of seeing that every workman has received sufficient training to perform the work assigned to him without undue risk to himself or others under all normal conditions. As in other industries under the Workmen's Compensation Act, a safety committee must be maintained in every operation where more than 20 men are employed. If fewer than 20 men are employed, the management must arrange for weekly meetings at which supervisors will lead discussions on safety matters. As many of the crew as possible are to attend these meetings.

Employers must provide the first-aid supplies and equipment specified in the Minimum First Aid Service Requirements issued by the Board. They must also supply the personal protective equipment necessary for the safety of their workmen. A drilling report book for recording reports of inspections and other required information must be kept at every drilling rig.

The regulations state that, in general, and without in any way relieving the employer of his responsibility, tool-pushers and drillers will be held responsible for the safety of the workmen under their supervision. Some specific duties are also assigned to them. The driller is required to test the brakes on the draw works of the drilling rig when he comes on shift. He must not leave the controls while the hoisting drum is in motion. Brakes and hoisting-lines are to be examined weekly by the tool-pusher, who is also responsible for keeping safety belts, lines and fittings in good repair.

Workmen, however, have certain responsibilities for their own safety, and must comply with all regulations which affect or concern their conduct. They must wear clothing suitable for the weather conditions and the work being performed, avoiding loose-fitting or torn clothes that might get caught in moving equipment. Clothing soaked with inflammable matter is to be replaced by clean apparel. Shoes are to be made of substantial material with non-skid soles and heels.

Workmen are also required to wear or use the personal protective equipment provided by the employer. A workman whose careless work habits endanger the lives of others is liable to the penalties provided under the regulations.

Personal Protective Equipment

Personal protective equipment such as safety hats, goggles and face-shields are to be worn whenever needed. Workmen exposed to substances injurious to the skin are to use protective clothing or other devices. Employers are also to supply suitable masks, helmets and respirators whenever ventilation is inadequate and employees are exposed to injurious gases, fumes or dust. In places where injurious gases are likely to accumulate, two units of suitable respiratory protective devices must be kept in an accessible spot outside the contamination area.

A workman may not enter a storage tank or other confined space before injurious gases have been removed, unless he is equipped with approved breathing apparatus and a strong rope, one end of which is tied around his body and the other fastened to a substantial support outside the tank. Another workman is to be stationed outside the tank ready to effect a rescue, if necessary.

Safety-belts are to be provided for workmen to wear when working above the derrick floor and in certain other dangerous places, such as bins, hoppers or vessels

where the air may be contaminated. Particulars as to fittings of safety-belts and length and strength of the rope are given in both sections of the regulations.

Lighting

In addition to the general requirement that adequate illumination must be provided in all working areas, the regulations specify that all electrical installations at or near any drilling rig, well, separator, crude-petroleum storage tank or other unprotected source of ignitable vapours must be in accordance with the standards prescribed by the Canadian Electrical Code except where these do not conform with the regulations. Another provision requires metallic parts of containers and conductors of inflammable liquids to be grounded so as to prevent development of static electric sparks.

Equipment in General Use

Safety standards for vehicles used to transport workmen, for powered mobile equipment, and for the guarding of machinery are set out in Part I. Powered mobile equipment must be equipped with an overhead guard whenever the operator is in danger from falling objects. A shelter must also be provided to protect him from inclement weather. Where power-driven machinery is used, a stopping device must be provided at each machine within easy reach of the operator. Guards are to be installed to protect workmen from revolving or protruding parts, from abrasive wheels and from belts, ropes or chains used for the transmission of power.

Scaffolds, stages, walkways, stairways and ladders are to be constructed in accordance with the General Accident Prevention Regulations. Specifications are set out for ladders installed on derricks. One provision requires all ladders to be caged or provided with platforms not more than 21 feet apart or with other approved derrick-ladder safety equipment. Ladders on sheathed derricks are to be installed in the manner prescribed.

Drilling Equipment

As in the Alberta regulations, there is a general requirement that derricks, buildings, draw-works, links, elevators, tongs, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety to persons employed in or around wells. Spudding-in or drilling operations at any petroleum or natural gas well are also prohibited until all moving parts of machinery are completely guarded and

until all stairways, handrails and escape-lines with escape-buggy are adequately installed and securely fastened in position.

No tools, machine parts or material of any kind may be kept in a derrick above the derrick floor, except when in immediate use and then only if care is taken to prevent them falling on workmen below. No machine is to be cleaned, oiled, adjusted or repaired while in motion.

Safety requirements are set out in detail for cellars, floors, derrick platforms, stabbing-boards, gin-poles, crown blocks, fingers and auxiliary escapes. Other provisions deal with guards, counter-weights, hoisting lines, blocks, riding lines and catheads.

Every hoisting line used for well-drilling, well-servicing or well-abandoning operations must have, when new, a rated factor of safety of not less than five based on the manufacturer's specifications of ultimate strength. No line with a factor of safety of less than three may be used. If the weekly examination by the tool-pusher reveals a defect, the hoisting-line is to be replaced immediately.

Workmen are not to ride the hoisting line, travelling block, the travelling-block hook, the elevator or any attached equipment in order to get up or down derricks. Riding on catlines is also prohibited except in emergencies and then only if certain precautions are taken. Workmen climbing a ladder, derrick, mast or any structure, except by way of a stairway or ramp, may not carry on their persons tools, equipment or material weighing more than 25 pounds.

Requirements for pipe and equipment storage-racks and platforms are also laid down. Workmen are not to be allowed on pipe loaded on a vehicle, or on the ground adjacent to a vehicle being loaded unless certain precautions have been taken to prevent the pipe or other material from rolling off.

A wet-box that will prevent liquid being sprayed on workmen must be provided and a hose or pipe should be connected to the bottom to convey the liquid to a place of disposal off the derrick floor.

Blowout Prevention

In proved areas the use of blowout-preventers is obligatory. In unproved areas, all drilling wells are to be equipped with specified blowout control equipment. Controls for the blowout-preventers are to be located at least two feet outside the substructure.

Fire Prevention

As in Alberta and Saskatchewan, strict rules are laid down respecting safeguards

against fires. Smoking is prohibited within 100 feet of any receptacle used for storage, measurement or separation of petroleum or natural gas products and of any petroleum or natural gas wells. Fires may not be located less than 150 feet from any well or any petroleum storage tank. They are also to be safeguarded by mechanical or other means so as not to create a hazard to surrounding property. All waste material must be burned or disposed of in a safe manner at a distance of at least 150 feet from any well, tank or installation. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the drilling-rig dog-house, and within 75 feet of any well or oil storage tank.

Boilers and steam-generating equipment are to be located at least 150 feet from any well, separator or crude petroleum storage tank. Boilers must also be approved by the Chief Boiler Inspector. Any engine, motor or electric switch within 150 feet of a well or storage tank is to be constructed or enclosed so that it is externally sparkproof.

Except for the fuel tanks actually connected to the operating equipment, storage of gasoline or liquid fuel is prohibited within 75 feet of a well. Drainage from the location of a fuel tank must be directed away from the well. Explosives are to be stored in properly constructed magazines at least 500 feet from any place where any drilling or production operation is carried on.

Every drilling rig is to have at least two 20-pound dry powder fire-extinguishers and every boiler house at least two five-gallon non-freeze type fire-extinguishers or two 20-pound dry powder extinguishers, all of which are to be kept in good condition. When a steam pressure of 100 pounds or more is used on or about any rig, a steam hose of specified diameter and length must be placed in the derrick room and securely connected close to the exit.

Quebec Mining Act

Regulations under the Mining Act provide for the establishment of mine rescue stations throughout the province. The previous regulations (O.C. 1719 of October 23, 1947) provided for the establishment of rescue stations in only five areas, the electoral districts of Abitibi East, Abitibi West, Rouyn-Noranda, Temiskaming and Pontiac. The new regulations were made following representations by the Quebec Metal Mines Accident Prevention Association and the Quebec Asbestos Mining Association on behalf of the mine operators

who stated that they were prepared to pay the costs of organization and maintenance.

The Minister of Mines is authorized to organize rescue stations for the mines of the province and to provide equipment and personnel for their operation and maintenance. The person in charge of a rescue station, who is to be appointed under the Civil Service Act, is to instruct and train rescue crews chosen by the mine operator. The Chief Inspector of Mines will determine the number of employees in each mine who are to receive instruction in mine rescue and in the maintenance of rescue equipment.

The regulations which were authorized by O.C. 404 were gazetted on May 12.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

Regulations under the Apprenticeship and Tradesmen's Qualification Act were amended by O.C. 1055/56, effective June 1, and gazetted May 25. The new regulations set a province-wide ratio of apprentices to journeymen in the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade, and also provide for indenturing apprentices in these trades to the Director of Apprenticeship. Minor amendments were also made to the general apprenticeship regulations.

In the plumbing and motor vehicle mechanics repair trade, the ratio of apprentices to journeymen is still one to three, with one apprentice being allowed where fewer than three journeymen are employed. In the electrical trade, where only one apprentice may be engaged for every journeyman employed, an employer whose business is located outside a city or a five-mile radius is permitted one apprentice even though no journeymen are employed.

Under authority of a 1954 amendment to the Act which allows the Lieutenant-Governor in Council to set a province-wide ratio in any designated trade, the regulations provide that in the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade the number of registered apprentices must not exceed one-third of the total number of journeymen engaged in these trades in the province.

Another amendment made in 1954 was designed to foster apprenticeship training by permitting persons working at a trade, particularly in small establishments in rural areas, to be indentured to the Director of Apprenticeship. One person in any establishment who is not a journeyman and is regularly engaged in the motor vehicle mechanics repair trade or the plumbing trade may now enter into a contract of

apprenticeship with the Director. This rule also applies in the electrical trade except in a city and a five-mile radius of a city.

An amendment to the general regulations raises wages for apprentices during the first 1,000 hours of apprenticeship to the level of the current minimum wage in the area of employment. During this period, apprentices in any designated trade except the electrical trade, the barbering trade and the beauty culture trade must not receive less than the current minimum wage set by the Minimum Wage Board (at present \$26 per week in the cities and nine larger towns, \$24.50 elsewhere) or 40 per cent of the prevailing journeymen's hourly rate or 40 per cent of the average hourly rate paid by the employer to journeymen in the same trade, whichever is the greater. The former rate was 50 cents an hour or one of the percentage rates mentioned above. Wages of apprentices in the beauty culture trade have for some time been subject to the current minimum wage and apprentices in barbering must receive not less than the minimum wage or 60 per cent of their gross earnings, whichever is greater.

An apprentice or tradesman wishing to qualify for higher status must still wait until he is within six months of having the minimum experience required for journeyman status before he applies for examination. However, if he is examined during this period and his examination results are such as to entitle him to a higher status if he had the necessary time credits, he will now be granted the certificate to which he is entitled according to the time credits allowed him at the time of examination. When he has acquired the necessary credits to obtain the higher status, he may then apply for the certificate for which he qualified, paying a \$1 fee, and the certificate will be valid for the same period as the certificate previously issued. When upon attainment of the necessary time credits, his former certificate is not valid, he must pay a fee of \$4 and the certificate of higher status will be valid for the same period as a certificate being renewed.

Some changes were also made in the provisions respecting employers' annual registration fees. In 11 of the designated trades under the Act, an employer must during the month of January in each year pay registration fees of \$2 in respect of each establishment in which the work of the trade is carried on and \$2 for each of the average number of tradesmen employed by him during the preceding calendar year. Where the employer himself works at the trade, one tradesman may be excluded in

determining the average number. The section requiring the payment of registration fees when an employer ceases to employ tradesmen after employing them less than a year was replaced by one providing that fees are payable on or before September 30 for a year in which an employer first begins to employ tradesmen or engage in a trade, provided he commences before September 1.

In such case, the average number of tradesmen employed is to be determined according to the number on the payroll during the week in which September 15 occurs.

The regulations amend provisions in the general and trade regulations authorized by O.C. 2120/53 (L.G., 1953, p. 1816) and in the trade regulations authorized by O.C. 2814/54 (L.G., March 1955, p. 331).

N.Y. State Adopts New Safety Code Dealing with Radiation Protection

Recognizing the need to safeguard workers from the growing radiation hazards due to the increasing use of radioactive materials and radiation-producing equipment, the State of New York, last December 15, adopted a new safety code dealing with radiation protection, Industrial Code Rule 38.

The Labor Law of the State sets forth safety standards in general terms and authorizes an administrative board, the Board of Standards and Appeals, to make rules dealing with particular hazards. These rules have the full force of law and are enforced by the Division of Industrial Safety Service of the Department of Labor.

As with other such code rules, Rule 38 was prepared after consultation with employers and employees and after public hearings. An advisory committee, on which employers and employees and scientific and medical specialists were represented, worked for two years drafting the code.

The Chairman of the Board of Standards and Appeals, in announcing the adoption of the code, said that it was the first comprehensive state safety code in the field, and the first which is in complete conformity with recent Atomic Energy Commission safety regulations. It complements the Sanitary Code recently adopted by the New York Health Department to protect personnel in hospitals, medical and dental offices, veterinary clinics, and educational and research establishments with the result that the two codes cover most peacetime uses of radiation.

He said that approximately 150,000 workers in the State are employed in industries where exposure to the effects of industrial radiation is possible.

The most significant requirements of the new code relate to registration of radioactive sources, control of exposure, radiation dose limits, record keeping, installation surveys, personnel monitoring equipment, caution labels and signs.

The Code applies to every place and every operation where an employee in the course of his work may be exposed to radiation in excess of one-tenth the permissible weekly dose, except those places and installations subject to the provisions of the Sanitary Code or a federal code. Certain types of equipment and specified quantities of listed radioactive materials are also exempt from all but the labelling requirements.

All installations and mobile services where X-rays or radioactive substances are used must be registered with the Industrial Commissioner. This will enable the Labor Department to know the location, type, degree of hazard and ownership of every radiation source in the State. Existing sources were required to be registered by March 15. Any change that might substantially increase the potential hazard to any employee must also be reported.

Certain steps must be taken to control exposure. The owner of a source creating a defined high radiation area or high airborne concentration area must appoint a radiation safety officer to maintain safety measures and conduct radiation protection surveys. All mobile sources are to be under the supervision of a radiation safety supervisor. Every employee is to be informed of the radiation hazards and carefully instructed in safety measures. Minors under 18 years are not to be exposed to radiation in excess of 10 per cent of the permissible weekly dose limit.

The employer may determine dose limits on a weekly or a quarter-year basis. The weekly dose limits in mrem (a measure of radiation amount and relative effect on living tissue) vary according to the degree of radiation and the extent of exposure. For an employee whose entire body is exposed to radiation from *external sources*, the limit is 300 mrem in the blood-forming organs and the lenses of the eyes, and 600 mrem in the skin. An employee exposed

to radiation from *both external sources and ingested or inhaled* radioactive material must not receive an aggregate dose greater than the specified weekly dose. The dose limit for an employee exposed to radiation from *ingested or inhaled radioactive material* only is 300 mrem in any part of the body. A table setting out the maximum permissible average concentrations of inhaled or ingested radioactive materials is given and continuous inhalation or ingestion of one of the materials listed during a 40-hour work week is deemed to produce a weekly dose limit equivalent to 300 mrem in some part of the body.

Under certain conditions, an employer may permit an employee over 18 years to receive a weekly dose limit greater than the specified limit, provided the dose does not exceed three times the specified weekly limit. The total dose throughout the quarter-year period must not exceed ten times the specified weekly limit. If an employee is exposed to a dose greater than the specified limit, the employer must send a report to the Commissioner within seven days.

Regular surveys are to be made by the radiation safety officer to see that the dose

limits have not been exceeded. Instruments for detecting and measuring radiations or contamination are also to be provided when required and are to be maintained in proper calibration.

Records of surveys, dosimeter readings and physical examinations must also be kept. Radiation records of a discontinued radiation installation are to be sent to the Commissioner.

Appropriate personnel monitoring equipment must be provided whenever an employee in any week is likely to receive a radiation dose which is more than 25 per cent of the weekly limit. This equipment must also be provided and used whenever an employee enters a high radiation area where the dose rate may exceed 100 mrem in any hour.

Standard radiation warning symbols and signs are to be used to indicate the presence of each source of radiation. If the radiation safety officer thinks that personnel monitoring or respiratory equipment is necessary for the safety of employees entering a high radiation area or a high airborne concentration area, signs indicating this requirement must be conspicuously posted.

Recommended Practices for Safe Shoring of Excavations

A handy, pocket-size booklet on shoring methods entitled "Recommended Practices for Safe Shoring of Excavations" has just been issued by the British Columbia Workmen's Compensation Board as a guide for workmen and supervisors. The booklet was published to promote safety in excavation work, where proportionally more fatal accidents occur than in any other branch of the construction industry. It supplements the rules contained in the General Accident Prevention Regulations of the Board.

The booklet, in addition to outlining some of the dangers that may be encountered in excavation work, tells workmen how to deal with particular hazards. To

help them decide the quantities of material necessary to ensure safety, a table showing the earth pressure per cubic foot for the different types of soils has been included. Charts and black and white illustrations are used to explain the proper shoring methods to be used in hard compact soil, in soil likely to crack or crumble and in running material. Prefabricated shoring used in peat bogs and similar bad ground, box shoring, telescopic shoring and foundation shoring are also explained and illustrated.

A number of general rules for safety around excavations, some of which are illustrated, are also included in the 34-page booklet.

Henceforth, any local that violates a no-strike edict of the International Brotherhood of Teamsters within the New York State Council area will be liable to "an unlimited fine," it was decided by delegates attending a conference in Montreal last month.

Toronto and Montreal are in the Council area.

No local in the Council has authority to call a strike without first submitting the dispute to a joint committee.

Now, once a union has been ordered to send workers back to their jobs, it must conform. Neglect to do so will call for severe sanctions against the local.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims continued to decline in April, 21 per cent from March and 12 per cent from April 1955. Statistics* show 292,063 claimants registered in "live" file at end of the month

The decline in the number of initial and renewal claims recorded in the two previous months continued in April.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 135,369 claims were received in local offices across Canada during April—a decline of 21 per cent from the 170,687 claims recorded during March and 12 per cent below the total of 154,260 for April 1955.

Claimants having an unemployment register in the "live file" on April 30 numbered 292,063 (228,257 males and 63,806 females). These are claimants for regular benefit only, no unemployment registers for seasonal benefit claimants being considered active subsequent to the end of the week in which April 15 fell. On March 29, the active file totalled 511,073 (including 149,258 seasonal benefit), of which 415,144 were males and 95,929 were females. On April 29, 1955, regular claimants numbered 353,928 (284,328 males and 69,600 females).

During April, 157,040 initial and renewal claims were adjudicated, comprising 96,902 "entitled to benefit" and 60,138 "not entitled"; the bulk of the latter (83 per cent) were in respect of initial claims on which the minimum contribution requirements were not fulfilled. Disqualifications totalled 19,913 (including those arising from revised and seasonal benefit claims), the chief reasons being: "voluntarily left employment without just cause" 6,690 cases; "not capable of and not available for work" 4,165 cases; and "refused offer of work and neglected opportunity to work 2,117 cases.

New beneficiaries for regular and seasonal benefit during April numbered 126,654, compared with 154,458 in March and 149,259 for April 1955.

Total payments during April (in respect of regular and seasonal benefit) amounted to \$33,201,609, in compensation for 1,743,909

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

weeks, in comparison with \$38,167,352 and 2,008,060 weeks during March. During April 1955, \$33,775,066 was paid in compensation for 10,747,880 days.

The number of complete weeks compensated was 1,628,025, constituting 93 per cent of the total weeks for which payment was made (1,743,909). Of the 115,884 weeks classified as "partial" 71,931 or 62 per cent were weeks during which the earnings reported by the claimant exceeded the level of allowable earnings for his particular benefit rate.

The estimated weekly number of beneficiaries for regular and seasonal benefit during April was 415.2 thousand, compared with 451.5 thousand for March and 496.6 thousand for April 1955.

Seasonal Benefit

Claims considered for seasonal benefit totalled 50,092 (46,321 initial and 3,771 renewal).

Claims adjudicated numbered 51,125, of which 40,709 (36,253 initial and 4,456 renewal) were entitled to benefit.

Insurance Registrations

As the annual renewal of insurance books takes place during June, the usual statistics on the number of insurance books and contribution cards issued to employees are not available. The information will be available as from June 1, the first monthly report for 1956-57 being as at June 30, 1956.

At April 30, employers registered numbered 283,930, an increase of 1,298 during the month.

*See Tables E-1 to E-4 at back of book.

Enforcement Statistics

During April, 4,602 investigations were conducted by district investigators across Canada. Of these, 3,491 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,111 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 66 cases, two against employers and 64 against claimants.† Punitive disqualifications as a

result of claimants making false statements or misrepresentations numbered 435.‡

Unemployment Insurance Fund

Revenue received in April totalled \$20,572,071.77 compared with \$18,932,239.72 in March and \$17,824,336.88 in April 1955. Benefit payments in April amounted to \$33,183,680.49, compared with \$38,151,462.93 in March and \$33,761,052.52 in April 1955. The balance in the fund at April 30 was \$841,586,909.87; at March 31, \$854,198,518.59; and at April 30, 1955, \$870,434,398.12.

†These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1238, May 11, 1956

(Translation)

Summary of the Facts: The claimant, an employee of Orient Hosiery, at Sherbrooke, Que., had been temporarily laid off and was in receipt of benefit when he fell sick on October 15, 1955. He was still ill and could not return to work on October 17, 1955, when he was recalled by his employer.

On November 4, 1955, the insurance officer informed him that he had been disqualified from receipt of benefit, as of October 16, 1955, pursuant to Section 66 of the Act, because, in his opinion, he had ceased to work by reason of illness; and that this disqualification would be effective for the duration of his illness.

From this decision of the insurance officer, the claimant appealed to a board of referees on November 15, 1955.

The board of referees heard the claimant's case at Sherbrooke on December 1. The claimant and Evangeliste Moreau, business agent for the Central Council of National Syndicates, were present at the hearing. Having taken into account the fact that the claimant had resumed work on November 7, the members of the board unanimously reversed the insurance officer's decision. They held the view that the claimant, being entitled to benefit from the onset of his illness, had, by this very fact, acquired the right to receive benefit during the whole period of his illness "while his entitlement would otherwise continue".

From this decision of the board of referees, the chief claims officer appealed to the Umpire on February 10, 1956, for a decision as to whether or not the disqualification stipulated in the last part of Section 66 was applicable to the claimant's case.

In a letter to the local office, Mr. Moreau maintained on behalf of the claimant that the decision of the board of referees had been given pursuant to Section 29(3) of the old Act, and that, therefore, the provisions of Section 66 of the new Act did not apply.

Conclusions: This case originated with the claimant's illness, on October 14, 1955. Consequently it had to be examined in the light of Section 66 of the new Act, effective as of October 2, 1955.

This section reads as follows:

No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason only of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

The chief claims officer has contended that the last part of Section 66 which begins with the word "but" applies only to those persons already entitled to benefit and that consequently there might have been reasonable ground for applying to the claimant's case the disqualification referred to in this part.

Whether the above-mentioned part of Section 66 restricts the effect of the first part or whether it refers to another situation, a point which I do not deem necessary to decide in the case at hand, the evidence shows that the claimant has neither lost his employment nor ceased to work "by reason of illness, injury or quarantine".

However, the evidence shows that the claimant had become entitled to receive benefit and subsequently, while he otherwise continued to be so entitled, became "incapable of work by reason of illness".

Therefore, pursuant to Section 66 of the Unemployment Insurance Act, he was not subject to disqualification by reason only of his illness and the appeal is dismissed.

Decision CUB-1240, May 9, 1956

Summary of the Facts: The claimant, a stevedore on the spare board in Vancouver, B.C., had been in receipt of benefit intermittently since May 1955. He was employed at his trade until 8:00 p.m. on Saturday, October 1, when the job on which he was employed was completed. On his way home that night he was involved in a traffic accident and was injured, with the result that he was temporarily incapacitated for work.

On the evidence before him, the insurance officer disqualified the claimant for an indefinite period, as from October 3, pursuant to Section 66 of the Act because, in his opinion, he had ceased to work due to an injury.

From this decision, the claimant appealed to a board of referees on October 23, 1955, contending that his job had been completely finished at 8:00 on October 1 and, therefore, was unemployed when he was injured. This statement was corroborated by L. C. Smith, chief dispatcher of the Shipping Federation of British Columbia. In reply to a request for further informa-

tion, however, Mr. Smith stated that, although the job on which the claimant had been working was completed prior to his accident, there was "ample work for the Monday morning for a man in his category, and it (was) logical to expect that he would have started a new job on October 3".

The board, after having heard the claimant in Vancouver on December 8, disallowed the appeal by a majority decision on the ground that there had been immediate re-employment for him on Monday, October 3, but he had not been able to show up to accept it.

The dissenting member expressed the opinion that what the chief dispatcher had meant was that the claimant could have reported for employment, which is the usual practice for a longshoreman in the extra gang, but there was no guarantee that he would have actually worked on that day.

From the majority decision of the board of referees, the claimant appealed to the Umpire on January 18, 1956.

Conclusions: I have given a great deal of thought to this case and I consider that the board of referees was right in deciding that the test to be applied was whether or not there would have been a gap in the claimant's employment as a stevedore, if he had not been injured.

The issue narrows down, therefore, to one of facts and the emphatic statement of the chief dispatcher, that, in view of the prevailing circumstances, it was only logical to assume that the claimant would have started "a new job" on the Monday morning, cannot be ignored.

For these reasons, I consider that the claimant was rightly held to have "ceased to work" by reason of injury within the meaning of Section 66 of the Act, and the appeal is dismissed.

Rehabilitation Workshop

(Continued from page 837)

The sessions dealing with the medical aspects of rehabilitation were under the chairmanship of Dr. T. H. Coffey, professor of physical medicine at the University of Western Ontario, who also addressed a public meeting on "Medicine and Rehabilitation". The general chairman of the Workshop was Noel Meilleur, Assistant National Co-ordinator of Rehabilitation, Ottawa.

At the close of the Workshop the members unanimously adopted a resolution calling for similar meetings as a regular event in the Maritimes. The Civilian Rehabilitation Branch of the Department of Labour is now exploring, with the provincial departments concerned, the possibility of holding rehabilitation workshops in other regions of Canada.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during May Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 261 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 164 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation..	1	\$ 20,337.00
Defence Construction (1951) Limited.....	2	93,390.00
Department of Defence Production (April)..	142	924,503.00
R.C.M.P.	9	76,609.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$33,538.07 was collected from eleven employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 828 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Belcher Street Marsh N S: R K Chappell, construction of dyke and/or drainage work. *Elderkin Marsh N S*: Chas W Thompson, construction of dyke and/or drainage work. *Mantua Poplar Grove Marsh N S*: Hennessy & Spicer Ltd, construction of dyke and/or drainage work. *Masstown Marsh N S*: Beale & Inch Construction Ltd, construction of dyke and/or drainage work. *Noel Shore Marsh N S*: J G Webster Ltd, construction of dyke and/or drainage work. *College Bridge N B*: Eric Stiles, construction of dyke and/or drainage work.

Canadian Arsenals Limited

Valcartier Que: Frs. Jobin Inc, construction of oil sewage treatment bldg, Val Rose Plant.

Central Mortgage and Housing Corporation

Gander Nfld: Chisholm Construction Co, installation of sewer & water laterals. *Cornwallis N S*: Eastern Landscape Co Ltd, site improvement & planting. *Chatham N B*: Modern Construction Ltd, construction of school extension. *Pembroke Ont*: James Landscaping, site improvement & planting. *Petawawa Ont*: Bedard-Girard Ltd, installation of electrical distribution system. *Prescott Ont*: James Landscaping, site improvement & planting. *St Thomas Ont*: A N Martin, *exterior painting. *Windsor Ont*: National Painting & Decorating Ltd, exterior painting; Oldcastle Nurseries, eradication of weeds on lawns of 1,000 units. *Winnipeg Man*: Oswald Decorating Co, exterior painting; Oswald Decorating Co, exterior painting. *Edmonton Alta*: P Janiten, site improvement & planting. *Penhold Alta*: Terminal Construction Co Ltd, site improvement & planting. *Wainwright Alta*: P Janiten, site improvement & planting. *Trail B C*: Cameron Decorators Ltd, *exterior preventive painting. *Victoria B C*: Robbie & Fell, *exterior painting. *Whitehorse Y T*: Dawson & Hall Ltd, construction of housing units.

Department of Citizenship and Immigration

Abitibi Indian Agency Que: Paquin Construction Co Ltd, construction of Obedjiwan 2-classroom day school, Obedjiwan Reserve. *St Regis Indian Agency Ont*: Sullivan Bros Construction (Chesterville) Ltd, construction of Chenail 2-classroom day school. *Clandeboye Indian Agency Man*: Bird Construction Co Ltd, construction of Brokenhead one-classroom day school, Brokenhead Reserve. *Clandeboye Indian Agency Man*: Bird Construction Co Ltd, construction of Fort Alexander 2-classroom day school, Fort Alexander #3 Reserve. *Portage la Prairie Indian Agency Man*: R E Turner, construction of Waywayseecappo 2-classroom day school, Lizard Point Reserve. *Duck Lake Indian Agency Sask*: E S Michels Lumber Co, construction of Beady's 2-classroom day school, Beady's No 97 Reserve. *File Hills Qu'Appelle Indian Agency Sask*: E S Michels Lumber Co, construction of File Hills Colony 2-classroom day school; Gall's Lumber Yard, construction of Muscowpetung one-classroom day school, Muscowpetung #2 Reserve. *Touchwood Indian Agency Sask*: E S Michels Lumber Co, construction of Poorman 2-classroom day school, Poorman #2 Reserve. *Battleford Indian Agency Sask*: Winslow Bros, construction of Red Pheasant one-classroom day school, Red Pheasant Reserve. *Kamloops Indian Agency B C*: Western Builders & Contractors, construction of Adams Lake one-classroom day school.

Defence Construction (1951) Limited

Debert N S: Central Construction Co, construction of fire hall & outside services, RCAF Station. *Chatham N B*: Canadian National Railways, *construction of railway spur line. *McGivney N B*: Hazen Bennett, construction of isolation magazine bldg. *Bagotville Que*: International Water Supply Ltd, *exploratory well drilling, RCAF Station. *Grosse Ile Que*: Creaghan & Archibald Ltd, repairs to walls, bldg #7, CARDE. *Barriefield Ont*: Canadian Comstock Co Ltd, construction of electrical distribution system. *Downsview Ont*: Dupont Construction Ltd, construction of gatehouse, RCAF Station. *North Bay Ont*: Keller Nurseries Ltd, grading, seeding & sodding, RCAF Station. *Uplands Ont*: Western Waterproofing Co of Canada Ltd, *cleaning & application of Resto-crete to heating plant, National Aeronautical Establishment. *Fort Churchill Man*: Carter Construction Co Ltd, construction of additional classrooms to school. *Winnipeg Man*: Swason Construction Co Ltd, construction of physical training bldg, Fort Osborne Barracks. *Edmonton Alta*: Borger Bros Ltd, construction of storm sewer extension, Griesbach Barracks; Everall Engineering Ltd, construction of parade square, Prince of Wales Armoury; Burns & Dutton Concrete & Construction Co Ltd, construction of administration bldg & outside services, Griesbach Barracks. *Penhold Alta*: Keller Nurseries Ltd, grading & seeding, RCAF Station. *Comox B C*: Harrison & Longland, construction of fire hall extension, RCAF Station. *Massett B C*: Orion Builders Ltd, construction of barrack block, married quarters & removal & relocation of power & telephone cables.

Building and Maintenance

Summerside P E I: Curran & Briggs Ltd, repairs to roads & parking areas, construction of sidewalks & drainage, RCAF Station. *Longueuil Que*: The Steel Co of Canada Ltd, erection of fence, RCN Armament Depot. *Kingston Ont*: Will-Mac Construction Ltd, construction of parking area, Normandy Hall, Fort Frontenac. *North Bay Ont*: H J Kedrosky, provision of power to GCA hardstands, RCAF Station. *Toronto Ont*: A Stroud Ltd, installation of heating system, RCSC, Tape Relay Centre. *Winnipeg Man*: Malcom Construction Co Ltd, addition to Air Navigation School Bldg, RCAF Station; J Kleinfelder Construction Co Ltd, replacement & standardization of sidewalks, RCAF Station; Banfield Lee Co Ltd, construction of hangar bldg (St Charles). *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, repairs to parade square, Currie Barracks.

Department of Defence Production

(April Report)

Greenwood N S: C F Cox Ltd, replacement of roof on hangar #8, RCAF Station. *Montreal Que*: James Ogilvy's Ltd, laying of linoleum & asphalt tile at Armoury, 772 Sherbrooke St. *Centralia Ont*: Ellis-Don Ltd, construction of workshop, RCAF Station. *Clinton Ont*: Weatherproofing Ltd, repairs to underground steam distribution system, RCAF Station. *North Bay Ont*: Stradwick-Brown Ltd, repairs to shower rooms, RCAF Station. *Toronto Ont*: Dupont Construction Ltd, construction of gatehouse, RCAF Station. *Trenton Ont*: Ontario Electrical Construction Co Ltd, exterior lighting of Breadner School & Junior School, Middleton Park. *Claresholm Alta*: Demers & Chisholm Sheet Metal Ltd, installation of canopy in O R Mess, RCAF Station. *Namoo Alta*: Walter Kidde & Co of Canada Ltd, installation of automatic flood system, #7 Supply Depot. *Mission B C*: Bert E Olund, construction of parking area & retaining wall at Armouries. *Vancouver B C*: Floormart Ltd, laying of flooring, RCE, Jericho Beach.

National Harbours Board

Montreal Que: United Dredging Ltd, construction of wharf extension at sections 104 & 110. *Prescott Ont*: Harry L Smith, construction of track shed road at elevator.

Department of Public Works

Bonavista Nfld: Cyril Babb, wharf construction. *Channel Nfld*: Cabot Construction & Supplies Ltd, alterations & additions to post office bldg. *Long Pond (Manuels) Nfld*: McNamara Construction Co Ltd, *dredging; Cameron Contracting Ltd, harbour development (wharf & breakwater). *Milltown Nfld*: Gulf Maritime Construction Ltd, wharf construction. *St John's Nfld*: Grant-Mills Ltd, repairs to jetties. *Twillingate Nfld*: E J Clarke, harbour improvements (breakwater). *Charlottetown P E I*: M F Schurman Co Ltd, construction of RCMP administration bldg & garage. *South River P E I*: J W & J Anderson Ltd, breakwater repairs. *Victoria P E I*: J W & J Anderson Ltd, repairs to wharf. *Cheticamp N S*: J P Porter Co Ltd, *dredging. *Clark's Harbour N S*: T C

Gorman (Nova Scotia) Ltd, harbour improvements (wharf, breakwater & dredging). *Forbes Point N S*: Colin R Macdonald Ltd, reconstruction of ice pier. *Fourchu N S*: MacDonald & MacDonald, wharf repairs. *Inverness N S*: Campbell & MacIsaac, *dredging. *Little Judique Harbour N S*: F W Digdon & Sons Ltd, pier improvements. *Lockeport N S*: J P Porter Co Ltd, *dredging. *Mabou Harbour N S*: Campbell & MacIsaac, wharf repairs. *Port Medway N S*: Colin R MacDonald Ltd, wharf repairs. *Trout Cove N S*: Thimot & Comeau, breakwater improvements. *Campbellton N B*: Andre F Richard, *dredging. *Chockfish N B*: J W & J Anderson Ltd, training wall repairs. *Eel River Bridge N B*: J W & J Anderson Ltd, wharf extension. *Hartland N B*: Edwin S Green, alterations to public bldg. *Point Sapin N B*: Yvon Leger, *dredging. *Richibucto Cape N B*: Roger Leblanc, *dredging. *Belœil Station Que*: Tracy Construction Inc, partial reconstruction of training pier. *Blackpool Que*: J J Shea Ltd, installation of freight elevator in bus terminal & customs examining warehouse. *Blanc Sablon Que*: La Construction du Nord Enr, wharf extension. *Bonaventure Que*: Fortunat Bernard, wharf repairs & improvements. *Farnham Que*: Methe Freres Ltee, addition & alterations to federal bldg. *Gascons (Anse a Mercier) Que*: Geo K Steele, *dredging. *Gaspe (Sandy Beach) Que*: Massicotte & Fils Ltee, roadway & wharf improvements. *Gros Cap Que*: Adrien Arseneau, construction of slipway & hauling plant. *Hull Que*: Universal Electric, installation of outlets for cleaning machines, National Printing Bureau. *La Malbaie Que*: Sylvio Asselin, construction of breakwater. *La Tabatiere Que*: Gulf Maritime Construction Ltd, construction of landing pier. *Mechins Que*: Gaspe Construction Inc, wharf reconstruction. *Montmagny Que*: Gaspe Construction Inc, wharf extension & improvements. *Quebec Que*: Tracy Construction Inc, reconstruction & extension, Queen's Wharf; Wilfrid Legare Inc, construction of combined Customs & Immigration Bldg (phase 1), Wolfe's Cove; Jinchereau & Tardif Reg'd, alterations to Uppertown Post Office. *Riviere-au-Tonnerre Que*: Dionne & Canuel, wharf reconstruction. *Riviere-du-Loup Que*: Geo Rouleau, slipway accommodation; J P Porter Co Ltd, *dredging. *St Augustin Que*: Alphonse Montminy, wharf extension. *Sept-Iles Que*: Jean-Charles Gauthier & J O Pronovost, wharf improvements. *Burlington Channel Ont*: R A Blyth, repairs to north pier. *Dresden Ont*: Clark's Fuel & Supply, alterations to public bldg. *Exeter Ont*: C A McDowell & Co, addition & alterations, post office. *Fort William Ont*: Consolidated Dredging Ltd, *dredging. *Hamilton Ont*: W H Cooper Construction Co Ltd, alterations & additions to Cornell Bldg. *Hearst Ont*: Denis Charbonneau, construction of post office bldg. *Ottawa Ont*: A Bruce Benson Ltd, alterations to RCMP Seminary Bldg; Edge Ltd, supply & installation of boilers & equipment, Central Heating Plant; Ottawa Iron Works Ltd, installation of new doors, Senate entrance, Parliament Bldg; Leopold Beaudoin Construction Ltd, alterations to National Gallery. *Parry Sound Ont*: Quinney Construction Co Ltd, alterations & addition to public bldg. *Port Colborne Ont*: The Cementation Co (Canada) Ltd, breakwater repairs. *Rockport Ont*: Simpson-Viner Marine, wharf construction. *Toronto Ont*: Penny & Casson Ltd, improvements to plastering, federal bldg. *Winnipeg Man*: Mathews Conveyer Co Ltd, installation of mail handling equipment, Post Office. *Estevan Sask*: P W Graham & Sons Ltd, construction of federal bldg. *Banff National Park Alta*: Standard Gravel & Surfacing of Canada Ltd, grading, culverts & base course, mile 43.3 to 51.1, Trans-Canada Highway; Square M Construction Ltd, grading, culverts & base course, mile 21-31, Trans-Canada Highway. *Claresholm Alta*: Four Square (Alberta) Lumber Ltd, construction of federal bldg. *Hanna Alta*: Greene Construction Co, construction of federal bldg. *Comox B C*: McKenzie Barge & Derrick Co Ltd, harbour improvements (dredging, construction of floats & gangway). *Deep Bay B C*: Harbour Pile Driving Co, construction of boat harbour. *Near Hope B C*: Scuffler Dredge Co Ltd, *dredging in the Fraser River; Fraser River Dredging Co Ltd, *dredging in the Fraser River. *Lund B C*: Greenless Piledriving Co Ltd, construction of breakwater. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, *construction of workshop on scow, Dredge PWD No 322. *Port Alberni B C*: Harbour Pile Driving Co, firewall construction, Assembly Wharf. *Port Clements B C*: Victoria Pile Driving Co Ltd, construction of approach & floats. *Vancouver B C*: Allan & Viner Construction Ltd, alterations to Customs Examining Warehouse. *Yoho National Park B C*: Standard Gravel & Surfacing of Canada Ltd, construction of Leancoil overpass & completion of grading, Trans-Canada Highway, mile 0-4. *Zeballos B C*: West Coast Ventures Ltd, float improvements. *Mills Lake N W T*: Western Construction & Lumber Co Ltd, construction of highway. *Whitehorse Y T*: Dawson & Hall Ltd, construction of hospital & ancillary bldgs.

(Continued on page 911)

Working Conditions

Shift Work in Canadian Manufacturing

Shift work regularly in effect in 28 per cent of establishments in survey, occasionally in another 17 per cent. Regular shift work most common in rubber products industry. Shift differentials increasing

In April 1955, 28 per cent of the manufacturing establishments reporting to the survey of working conditions stated that regular shift work was in effect. These establishments accounted for 62 per cent of the non-office employees in manufacturing.

Another 17 per cent of the establishments (15 per cent of employees) reported that shifts were worked occasionally.

This article deals with the survey results in two parts: (1) the extent of shift work, and (2) the size and type of differentials in those plants that reported regular shift work. Table 1 gives, by 17 subdivisions of manufacturing, the extent of shift work, both regular and occasional, in establishments participating in the survey. Table 2 shows a distribution of establishments reporting regular shift work (and employees in those establishments), according to the differentials paid for afternoon and night shifts. A further subdivision is given in Table 2 between two-shift and three-shift operations.

Extent of Shift Work

By far the majority of establishments which reported shift work indicated that it was on a regular basis. In only two industries, tobacco and wood products, more establishments reported occasional shift work than regular, and in these two industries seasonal operations may have considerable bearing on their work schedules.

The highest incidence of regular shift work in any group was in the rubber products industry, where it was reported by 22 of the 32 establishments. These 22 establishments employed 91 per cent of the workers in the industry. The incidence was also high in products of petroleum and coal (71 per cent), paper products (57 per cent), and textiles (51 per cent).

Size and Types of Shift Differentials

In plants where three-shift operations are common, differentials for the second shift were usually smaller than those for the

The annual survey of working conditions conducted by the Department in April of each year covers about 6,500 manufacturing establishments, most of which have 15 or more employees. In 1955, replies were received from 6,393 establishments, in which the non-office employees numbered 765,500. This article is based on replies received to a question dealing with shift work included in the 1955 survey questionnaire.

third. In 1955, more than 28 per cent of the establishments giving information for the second (or afternoon) shift reported premium pay of more than 5 cents per hour. The equivalent figure for the third (or night) shift was almost 60 per cent.

As shown in Table 2, differentials of 3, 5, 6 or 7 cents were common for the afternoon shift, while for the night shift, 5, 7, 8 and 10 were typical.

In plants working a two-shift operation, 44 per cent reported second-shift differentials of more than 5 cents per hour. The second shift in this case could mean either an afternoon shift, beginning at the close of the day operations, or a night shift beginning in the evening and ending in the early morning.

Some establishments reported the practice of paying differentials as a percentage of wages instead of in cents per hour. This practice was more common in two-shift than in three-shift operations.

Since the date of the last previous survey of shift work (April 1953), little change was evident in the incidence of shift work. About the same proportion of establishments as before reported regular shift work; a somewhat larger proportion than before reported occasional shift work.

The size of differentials tended to increase slightly between the two surveys. Payments higher than 5 cents were reported a little more frequently in 1955 than in 1953. (See L.G., Dec. 1954, pp. 1761-4.)

TABLE 1.—EXTENT OF SHIFT WORK IN MANUFACTURING, APRIL 1, 1955

Industrial Groups	Survey Coverage		Proportion Reporting Shift Work (percentages of total coverage)					
			Regular Shift Work		Occasional Shift Work		Total	
	Estab- lishments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees
	No.	No.	%	%	%	%	%	%
Food and Beverages.....	1,053	89,800	27.9	57.4	20.3	21.8	48.2	79.2
Tobacco and Tobacco Products.....	23	8,072	4.3	8.7	26.1	27.4	30.4	36.1
Rubber Products.....	32	14,450	68.7	91.3	15.6	7.8	84.3	99.1
Leather Products.....	214	18,665	4.7	12.9	4.7	5.7	9.4	18.6
Textiles (except Clothing).....	280	47,652	50.7	81.1	13.9	7.9	64.6	89.0
Clothing (Textile and Fur).....	649	54,658	12.2	18.9	5.7	9.2	17.9	28.1
Wood Products.....	769	57,570	17.4	42.2	20.4	18.2	37.8	60.4
Paper Products.....	295	64,333	57.3	91.1	10.5	3.3	67.8	94.4
Printing, Publishing and Allied Industries..	454	28,189	32.8	62.0	18.1	18.5	50.9	80.5
Iron and Steel Products.....	783	114,938	28.8	67.4	26.8	22.6	55.6	90.0
Transportation Equipment.....	680	116,837	23.5	70.2	13.5	14.4	37.0	84.6
Non-ferrous Metal Products.....	182	38,103	28.6	79.9	20.9	9.5	49.5	89.4
Electrical Apparatus and Supplies.....	186	41,458	29.0	60.1	28.5	30.2	57.5	90.3
Non-Metallic Minerals.....	217	18,644	41.5	75.9	11.5	8.2	53.0	84.1
Products of Petroleum and Coal.....	59	9,515	71.2	94.7	5.1	1.9	76.3	96.6
Chemical Products.....	328	29,355	39.0	66.1	13.1	15.0	52.1	81.1
Miscellaneous Manufacturing.....	189	13,312	18.5	35.8	10.5	15.2	29.0	51.0
Manufacturing (Total).....	6,393	765,551	28.0	62.6	16.7	15.4	44.7	78.0

TABLE 2.—SIZE AND TYPE OF SHIFT DIFFERENTIALS IN MANUFACTURING

Distribution of establishments (and employees in those establishments) according to differentials for specified shifts, April 1, 1955.

Differentials	Three-Shift Operation				Two-Shift Operation	
	Second (or Afternoon Shift)		Third (or night Shift)		Second of Two Shifts	
	Estab- lish- ments	Employees*	Estab- lish- ments	Employees*	Estab- lish- ments	Employees
	%	%	%	%	%	%
Reporting Cents-per-Hour Differentials..	93.1	92.1	92.1	89.2	82.4	84.5
3 cents or less.....	18.8	18.9	1.6	1.2	5.3	5.7
4 cents.....	6.1	3.3	2.2	.6	3.7	2.5
5 cents.....	29.9	34.6	28.5	26.8	29.0	35.3
6 cents.....	12.7	9.7	9.3	7.2	10.9	8.9
7 cents.....	14.6	13.0	14.3	18.1	13.2	14.9
8 cents.....	1.5	.9	9.5	7.5	2.1	1.7
9 cents.....	2.1	1.9	6.5	6.9	2.0	2.3
10 cents.....	5.0	4.9	13.0	12.1	10.5	7.3
More than 10 cents.....	2.4	4.9	7.2	8.8	5.7	5.9
Reporting Percentage Differentials.....	6.9	7.9	7.8	10.8	17.1	15.2
Reporting Other Types of Differentials..	—	—	.1	—	.5	.3
Total Number Reporting Differentials.....	740	309,534	740	319,298	810	254,819

* Figures and percentages shown in these columns apply to employees in establishments reporting differentials and not to those receiving such differentials. The difference in employees under second and third shift columns is due to the fact that some establishments gave information on differentials for one shift but not the other. The fact that the number of establishments is the same in both columns is coincidental.

Profit-Sharing Plans in Canadian Manufacturing

One out of every 25 establishments surveyed reported profit-sharing plan. Firms with plans employed almost five per cent of the plant workers covered in survey. Of 266 plants with a plan, 181 in Ontario

Establishments numbering 266, or one out of every 25, in Canadian manufacturing reported that they had a profit-sharing plan, according to the April 1954 survey of working conditions. These establishments employed almost 5 per cent of the more than 800,000 plant workers covered by the survey.

The survey of working conditions from which these statistics were gathered is conducted annually by the Economics and Research Branch of the Department of Labour. It includes most of the establishments in Canada employing 15 or more employees. In the 1954 survey, employers were asked: "Do you have a formal profit-sharing plan covering the majority of your employees?"

A supplementary question was asked: "Does the plan stipulate the proportion of profits to be shared?" The replies to this question indicated that more than half the plans follow this practice (*see* Table 1).

The returns to these two questions showed that office workers as well as plant workers are almost invariably included in the profit-sharing plans.

While replies to the 1954 survey did not provide details as to the operation of profit-sharing plans, it is known that a wide variety of arrangements have been devised. Most of these can be classified in four general groups: (1) cash plans calling for a periodical distribution of a specified percentage of profits; (2) wage-dividend plans providing for distribution of a certain proportion of declared dividends; (3) stock-ownership plans in which employees are given shares of company stock; and (4) deferred plans in which a percentage of profits is accumulated in a trust fund, to be distributed to employees under certain specified circumstances such as retirement or other contingency.

A fifth type of plan having some of the elements of profit sharing is a production-sharing and cost-savings plan. This plan provides for a division of savings resulting from reduced labour costs or other production costs controllable by employees. It, is sometimes called indirect profit sharing. This type of plan is frequently identified with the name of Joseph Scanlon in the

United States and has usually been introduced through union-management co-operation.

All these types of plans, however, answer to two requirements which are important for legitimate profit sharing: (1) an advance announcement that the plan is in effect, and (2) an actual and apparent relationship to profits. In addition, although profit-sharing plans in these five categories differ widely in mechanics and formulae, they are all essentially alike in (1) their goals; (2) the elements required for a sound plan; (3) the possibilities of failure; (4) the process of drawing up the plan and (5) the means of presenting the plan to employees.

Analysis of the results by industry did not show any particular concentration of profit-sharing plans in any one industry. Most of the 266 reported plans were found in food and beverages, iron and steel products, transportation equipment and wood products (*see* Table 2). The remainder were spread over the rest of the 17 major industries, except tobacco and tobacco products, where no plan was reported. In addition, in no industry were the plans reported in more than 10 per cent of the establishments. The proportion of their occurrence in each industry (excepting tobacco and tobacco products) varied from 1.4 per cent in clothing, to almost 10 per cent in electrical apparatus and supplies. Most of the industries fell in the range between just less than 3 per cent to just more than 6 per cent.

From the point of view of the number of employees, the spread pattern of profit-sharing plans differed a little from their spread pattern by plants. More than one-half of the 37,861 employees employed in establishments with profit-sharing plans were in food and beverages, iron and steel products, non-ferrous metal products and electrical apparatus and supplies. Of the total employees covered by the survey in each industry (excepting tobacco and tobacco products), the proportion employed in plants having a profit-sharing plan varied from as low as .8 per cent in paper products to as high as 17 per cent in non-ferrous metal products.

An analysis by provinces showed that by far the largest number of plans occurred in Ontario. Of the 266 plants in Canadian manufacturing having profit-sharing plans (and employing 37,861 employees), 181, employing 28,981, were in Ontario. This accounted for 6.1 per cent of the plants and 7.2 per cent of the manufacturing plant employees in Ontario. Among the remaining seven provinces (Newfoundland and Quebec excepted), profit-sharing plans occurred in at least 2 per cent of the establishments and none, with the exception of

Prince Edward Island, had more than 6½ per cent of their establishments with a profit-sharing plan.

On the whole, the statistics tend to show the prevalence of these plans in small and medium-sized establishments. This would probably be expected since in these, rather than in large-sized establishments, a closer personal relationship has an opportunity to exist between employer and worker and, more important, the worker can more clearly see the connection between his effort and the profitableness of the firm.

TABLE 1.—PROFIT-SHARING PLANS IN CANADIAN MANUFACTURING, APRIL 1, 1954

	Non-Office Workers			
	Establishments		Workers	
	Number	Per Cent	Number	Per Cent
Having profit-sharing plans.....	266	4.0	37,861	4.7
No plan reported.....	6,418	96.0	764,675	95.3
Stipulating proportion of profits to be shared.....	152	2.3	17,752	2.2
Not stipulating proportion of profits to be shared.....	100	1.5	13,144	1.6
No information on proportion shared.....	14	.2	6,965	.9
Total coverage.....	6,684	100.0	802,536	100.0

TABLE 2.—PROFIT-SHARING PLANS IN CANADIAN MANUFACTURING, BY INDUSTRY, APRIL 1, 1954

Industry	Survey Coverage		Profit-Sharing Plans Reported			
	Establishments	Non-Office Workers	Establishments		Non-Office Workers	
	No.	No.	No.	%	No.	%
Food and Beverages.....	1,062	86,335	44	4.1	8,689	10.1
Tobacco and Tobacco Products.....	25	7,676				
Rubber products.....	34	14,382	1	2.9	154	1.1
Leather Products.....	248	21,404	10	4.0	1,068	5.0
Textile Products (except clothing).....	285	46,910	13	4.4	2,806	6.0
Clothing (Textile and Fur).....	724	62,207	10	1.4	1,492	2.4
Wood Products.....	821	59,017	24	2.9	2,031	3.4
Paper Products.....	302	65,645	8	2.7	501	.8
Printing, Publishing and Allied Industries.....	476	28,273	17	3.6	841	3.0
Iron and Steel Products.....	809	122,684	37	4.6	4,569	3.7
Transportation Equipment.....	717	127,711	32	4.5	1,986	1.6
Non-Ferrous Metal Products.....	176	38,018	10	5.7	6,481	17.0
Electrical Apparatus and Supplies.....	195	47,159	19	9.7	3,176	6.7
Non-Metallic Mineral Products.....	245	21,416	8	3.3	552	2.6
Products of Petroleum and Coal.....	62	9,407	2	3.2	157	1.7
Chemical Products.....	296	29,844	19	6.4	1,132	3.8
Miscellaneous Manufacturing.....	197	14,448	12	6.1	2,226	15.4
Total Manufacturing.....	6,684	802,536	266	4.0	37,861	4.7

Strikes and Lockouts

Canada, May 1956*

An increased number of work stoppages arising out of industrial disputes during May 1956 involved a substantial number of workers and caused a sharp increase in the time loss compared with the previous month and with May 1955.

Stoppages in four cotton textile mills in Quebec involved 5,784 workers and caused a time loss of 93,100 man-working days, or 68 per cent of the total idleness for the month.

In May 1956 preliminary figures show a total of 33 strikes and lockouts in existence, involving 17,855 workers, with a time loss of 136,510 man-working days, compared with 20 strikes and lockouts in April 1956, with 2,772 workers involved and a loss of 10,050 days. In May 1955 there were 17 strikes and lockouts, 3,200 workers involved and a loss of 40,500 days.

For the first five months of 1956 preliminary figures show a total of 80 strikes and lockouts, involving 42,463 workers, with a loss of 736,570 days. In the same period in 1955 there were 55 strikes and lockouts, 18,361 workers involved and a loss of 321,275 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in May 1956 was 0.16 per cent of the estimated working time; April 1956, 0.01 per cent; May 1955, 0.05 per cent; the first five months of 1956, 0.17 per cent; and the first five months of 1955, 0.07 per cent.

The demand for increased wages was a factor in 22 of the 33 disputes in existence during May. Of the other disputes, six arose over conditions of work, two over suspensions or dismissals of workers, two over union questions and one over reduced hours.

Of the 33 strikes and lockouts in existence during May, five were settled in favour of the workers, three in favour of the employer, six were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 14 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are

no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in March 1956 was 280 and 19 were still in progress from the previous month, making a total of 299 during the month. In all stoppages of work in progress, 52,200 workers were involved and a time loss of 384,000 days caused.

Of the 280 disputes leading to stoppages of work that began in March, 42, directly involving 6,200 workers, arose over demands for advances in wages, and 86, directly involving 11,200 workers, over other wage questions; five, directly involving 800 workers, over questions as to working hours; 33, directly involving 3,800 workers, over questions respecting the employment of particular classes or persons; 109, directly involving 7,200 workers, over other questions respecting working arrangements; three, directly involving 200 workers, over questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for April 1956 show 350 work stoppages resulting from labour-management disputes beginning in the month, involving 140,000 workers. The time loss for all work stoppages in progress during the month was 1,500,000 man-days. Corresponding figures for March 1956 were 250 stoppages involving 50,000 workers and a loss of 2,000,000 days.

*See Tables G-1 and G-2 at back of book.

Final figures for 1955 show a total of 4,320 work stoppages beginning in the year, involving 2,650,000 workers, with a time loss of 28,200,000 man-days for all stoppages in effect or 0.26 per cent of the estimated

working time of all workers. Corresponding figures for 1954 were 3,468 stoppages, 1,530,000 workers involved and a loss of 22,600,000 man-days or 0.21 per cent of the estimated working time of all workers.

Prices and the Cost of Living*

Consumer Price Index, June 1956

Canada's consumer price index (1949=100) advanced 1.0 per cent from 116.6 to 117.8 between May and June 1956. This was the largest monthly increase in the index in several years and compares with an index of 115.9 a year ago.

Although four of the five component groups moved higher in the period, the increase in the total index was almost entirely due to a sharp advance in the food series.

Foods rose 2.9 per cent from 109.3 to 112.5 on the strength of an exceptionally strong seasonal increase in potatoes, combined with increases in coffee, fresh fruits and vegetables, and all meat items.

The shelter index moved up 0.4 per cent from 132.1 to 132.6 as a result of increases in both the rent and home-ownership components. The advance in the rent index reflected changes associated with the traditional May 1 moving date.

The household operation index increased fractionally from 116.5 to 116.7 under the influence of higher prices for laundry and dry cleaning, floor coverings, utensils and equipment, and shoe repairs. Further seasonal declines in coal prices were reported.

The other commodities and services index moved from 120.5 to 120.6 as further price increases for men's haircuts, as well as higher quotations for personal care items and bus fares, proved more important than minor decreases for camera film and gasoline.

Clothing decreased from 108.8 to 108.6 as lower prices for women's and children's wear groups were only partially offset by increases for men's shoes.

Group indexes one year earlier (June 1955) were: food 111.0, shelter 129.2, clothing 107.8, household operation 116.1 and other commodities and services 117.8.

City Consumer Price Indexes, May 1956

Seven of the ten regional consumer price indexes (1949=100) declined between the beginning of April and the beginning of May 1956. The decreases ranged from 0.9 per cent in Vancouver to 0.1 per cent in Halifax, Saint John and Montreal. The index was unchanged in Ottawa and increased 0.7 and 0.4 per cent in St. John's and Toronto, respectively.

Food indexes were lower in all but the latter two cities. Decreases were reported for coffee and tomatoes while prices were higher for eggs, potatoes and some beef cuts. The shelter indexes were unchanged in five cities and up slightly in the other five. Little movement occurred in the clothing indexes: five were unchanged, two increased fractionally and three moved to lower levels. Household operation indexes had varied movements: three increased, three were unchanged and four declined. The Vancouver decrease was mainly due to seasonal declines in fuel prices. The other commodities and services indexes were higher in seven of the ten regional cities as increases were fairly general for theatre admissions and women's hairdressing. The index was unchanged in one city and slightly lower in the other two.

Regional consumer price index point changes between April and May were as follows: Vancouver -0.9 to 117.7; Winnipeg -0.4 to 116.1; Saskatoon-Regina -0.3 to 114.6; Edmonton-Calgary -0.3 to 114.3; Halifax -0.1 to 114.7; Saint John -0.1 to 117.5; Montreal -0.1 to 116.6; St. John's +0.7 to 106.6;* Toronto +0.4 to 119.1. Ottawa remained unchanged at 117.7.

Wholesale Prices, May 1956

Showing its seventh consecutive monthly advance, Canada's general wholesale price index (1935-39=100) rose to 225.3 in May from 224.5 in the preceding month. The increase over last year's May index (217.8)

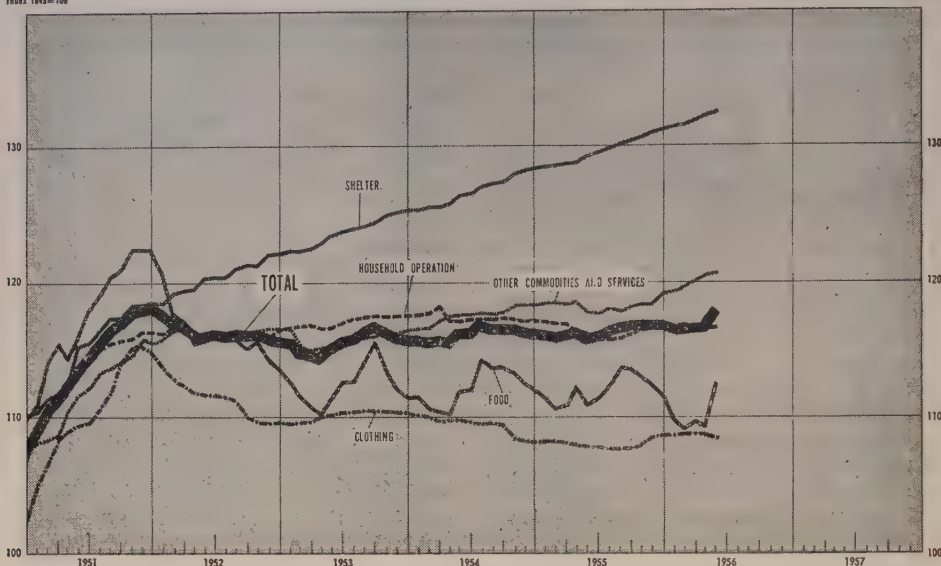
*See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



was 3.4 per cent. The movement of the eight component groups was mixed, three advancing, four receding and one remaining unchanged.

Animal products, which had shown a slight increase in April after several months of decline, registered the largest gain, moving up 1.5 per cent to 221.4. Vegetable products rose 0.9 per cent to 198.4.

Increases in wire and wire rods moved iron and its products up 0.4 per cent to 237.0. Non-metallic minerals and their products showed the largest decline with a drop of 0.8 per cent to 178.8 caused largely by seasonal decreases in United States anthracite coal, coke, and sand and gravel.

Wood, wood products and paper receded 0.2 per cent to 306.0 when an easier rate of exchange for the United States dollar in Canadian funds was reflected in lower export prices for newsprint, woodpulp and cedar shingles. Weakness in the United States dollar was also responsible for decreases in gold and silver, which, along with a decrease in tin, caused non-ferrous metals to decline 0.1 per cent to 207.2. Fibres, textiles and textile products also declined 0.1 per cent to 228.9. Chemicals and allied products held steady at 180.9.

The Canadian farm product prices index at terminal markets advanced 3.6 per cent to 207.7 from 200.4 in April. An increase of 5.2 per cent in field products again mainly reflected sharply higher potato

prices on eastern markets and lesser gains in the West. The animal products index rose 2.6 per cent from 232.0 to 238.0 as spring lambs came onto eastern markets at seasonably high levels and lesser gains took place in steers, hogs, and western egg prices.

Residential building material prices rose fractionally; the index changed from 293.4 to 294.1.

The non-residential building material prices index (1949=100) also registered a small gain from 127.2 to 127.4.

U.S. Consumer Price Index, May 1956

The biggest spurt in three years in the United States consumer price index (1947-49=100) was recorded between mid-April and mid-May. A rise of 0.4 per cent from April's 114.9 put the index at 115.4.

This was equal to the record high set in October 1953 and was 1.1 per cent higher than a year earlier.

A further rise to a new peak in the next two or three months was predicted by Ewan Clague, Chief of the Bureau of Labor Statistics, U.S. Department of Labor, who said "the index is bound to be strong in the next few months, until harvesting, beginning in August, puts some downward pressure on food prices".

The latest rise was the third in a row.

U.K. Index of Retail Prices, March 1956

The United Kingdom index of retail prices for mid-March was 101.3 (Jan. 1956=100).

The Ministry of Labour claims that the spending habits of nine British households in ten are reflected in the new index. Left out are homes where the head of the house earned more than £20 a week in 1953, when the survey was taken, and where three-quarters of the income came from national insurance and national assistance. The reason is that spending patterns of these groups differ considerably from the vast majority and would distort the average.

The inquiry that eventually led to the new index started in 1953 with the choice of a large and representative selection of households spread throughout London, the big provincial cities, smaller urban areas and the rural districts. Over a period of a year, detailed records of spending were collected from about 12,000 different households ranging from persons living alone to families as big as 15.

From these the Ministry's committee selected the range of goods and services which they felt represented the pattern of the average household's spending. Compared with the list of goods and services used to calculate the index which had been in force since 1947, 80 new items were in-

cluded, making in all a total of 350. For the first time television sets, nylons, and second-hand cars were put on the list of items whose price movements are watched.

Because there is such a large number of items included in the index, the weights are expressed as proportions of a total of 1,000. Out of this 1,000 the weight given to food is 350, to fuel and light 55, and clothing and footwear 106. The main groups of expenditure are food, alcoholic drink, tobacco, housing, fuel and light, durable household goods, clothing and footwear, transport and vehicles, miscellaneous goods (which include such items as newspapers, toilet requisites, and toys) and services (which include postal services, entertainment, domestic help, hairdressing, shoe repairs and laundry).

The new index was compiled because the previous index had been based on a household expenditure inquiry made in 1937-38 covering wage earners and small salary earners only. Though it had been adjusted to take account of postwar conditions, there was general agreement that a new inquiry was essential to reflect more completely present-day conditions.

The new index is only the third that Britain has had in some 40 years, the first being brought in on the basis of Edwardian workers' spending; it lasted from the First World War until after the Second.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 95.

Accident Prevention

1. NATIONAL BOARD OF FIRE UNDERWRITERS. *Standards for the Installation, Maintenance and Use of First Aid Fire*

Appliances as recommended by the National Fire Protection Association. New York, 1955. Pp. 52.

2. NATIONAL SAFETY COUNCIL. *Supervisors Safety Manual; Better Production without Injury and Waste from Accidents.* Chicago, 1956. Pp. 354.

This book was prepared for the supervisor because he is responsible for job training and for making the worker safety conscious.

Business

3. CONFERENCE ON RESEARCH IN INCOME AND WEALTH. *Input-Output Analysis, an Appraisal; a Report of the National Bureau of Economic Research, New York.* Princeton, Princeton University Press. 1955. Pp. 371. Papers delivered at the Conference held in October 1952.

Partial Contents: Some Basic Problems of Empirical Input-Output Analysis, by Wassily Leontief. The Nature and Uses of Interindustry-Relations Data and Methods, by W. Duane Evans and Marvin Hoffenberg. Research required for the Application of Interindustry Economics, by J. D. Norton. A Survey of Current Interindustry Models by Frederick T. Moore. Input-Output Analysis of the Puerto Rican Economy, by Amor Gosfield.

4. JEHRING, JOHN JAMES. *Profit Sharing for Small Business*. Evanston, Ill., The Profit Sharing Research Foundation, 1955. Pp. 53.

This study assembles and presents data from a representative group of small companies with profit-sharing plans.

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Automobile Plans for Salesmen*, by George M. Umemura. New York, 1955. Pp. 63.

A survey of the use of automobiles in selling. There are three common means used by companies to provide their salesmen with automobile transportation. These are: 1. Buying cars and assigning them to sales force; 2. Leasing cars on a long-term agreement; and 3. Reimbursing salesmen for the use of their personal cars for company business.

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Forecasting in Industry*, by Solomon Ethe. New York, 1956. Pp. 76.

This report tells how some companies forecast sales.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Business; Annual No. 1*. Edited by Edward L. Anthony. Washington, G.P.O., 1955. Pp. 184.

This is a compilation of 31 issues of the biweekly publication, "Management aids for small business." This series is designed for top executives in small business.

Cost and Standard of Living

8. CANADA. BUREAU OF STATISTICS. *City Family Expenditure, 1953*. Ottawa, Queen's Printer, 1956. Pp. 48.

"In addition to showing family expenditure patterns according to locality, family size and composition, and levels of expenditure, this report furnishes detailed information on expenditure in five urban centres on almost 400 items of expenditure." Cf. Preface.

9. CANADA. BUREAU OF STATISTICS. *Urban Family Food Expenditure, 1953*. Ottawa, Queen's Printer, 1955. Pp. 28.

"... The present report provides background material for the survey families dealing with family composition and income along with

information related to the age of the family head. It also shows average food expenditures classified by family type and by income."

10. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Cost of Living for Women Workers, New York State, September 1955*. New York, 1956. Pp. 49.

Economic Conditions

11. U.S. BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM. CONSULTANT COMMITTEE ON GENERAL BUSINESS EXPECTATIONS. *An Appraisal of Data and Research on Businessmen's Expectations about Outlook and Operating Variables; Report*... submitted at the Request of the Subcommittee on Economic Statistics of the Joint Committee on the Economic Report. Washington, 1955. Pp. 200.

Martin R. Gainsbrugh, chairman of Committee.

The scope of the Committee's investigation was confined to:

- "1. The role assigned to business expectations in economic theory...
- "2. Description, appraisal and critique of several of the existing short-run measures of direct business expectations...
- "3. A review of existing indirect measures of business temper and tempo...
- "4. How business expectations are formed and influenced..."

12. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Reports of Federal Reserve Consultant Committees on Economic Statistics*. Hearings before the Subcommittee on Economic Statistics of the Joint Committee on the Economic Report, Congress of the United States, Eighty-fourth Congress, first session, pursuant to sec. 5(a) of Public law 304, 79th Congress... Washington, G.P.O., 1955. Pp. 722.

Hearings held July 19-Oct. 5, 1955.

Hearings on, and reports of five consultant committees appointed by the Board of Governors of the Federal Reserve System. These five Committees are: Business Plant and Equipment Expenditure Expectations; Savings Statistics; Consumer Survey Statistics; Inventory Statistics; and General Business Expectations.

13. MEADE, JAMES EDWARD. *The Belgium-Luxembourg Economic Union, 1921-1939; Lessons from an Early Experiment*. Princeton, N.J., International Finance Section, Department of Economics and Sociology, Princeton University, 1956. Pp. 41.

This pamphlet gives a brief description of the economic principles and the machinery of the Belgium-Luxembourg Economic Union.

Education, Vocational

14. EXPERT WORKING GROUP ON TECHNOLOGICAL CENTRES. *First Expert Working Group on Technological Centres, Copenhagen, 10 May to 4 June 1954*. New York, United Nations, 1955. Pp. 119.

The Working Group made a survey of technological institutes in Denmark with a view to setting up similar institutes in under-developed countries.

15. NATIONAL INSTITUTE OF ADULT EDUCATION. *Liberal Education in a Technical Age; a Survey of the Relationship of Vocational and Non-Vocational Further Education and Training*. London, Max Parrish, 1955. Pp. 128.

The Institute set up a Committee of Enquiry "to enquire into the relationship between the vocational and non-vocational elements in further education and training".

Industrial Relations

16. GREAT BRITAIN. COURT OF INQUIRY INTO A DISPUTE IN THE LONDON DOCKS. *Final Report*. London, H.M.S.O., 1954. Pp. 23.

The Court of Inquiry looked into a dispute between employers represented by the employers' side of the Port of London Local Joint Committee and workers who are members of the National Amalgamated Stevedores and Dockers.

17. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Codetermination in Practice*, by William H. McPherson. Urbana, 1955. Pp. 499-519.

The author defines codetermination as follows: "The essence of codetermination is an equal partnership of ownership and labour in the operation of the enterprise." This is a study of codetermination in two steel companies in a Ruhr city in Western Germany.

18. QUEBEC (CITY). UNIVERSITÉ LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Problèmes d'Autorité au Sein de l'Entreprise*. Québec, Les Presses Universitaires de Laval, 1955. Pp. 152.

At head of title: *Dixième Congrès des Relations Industrielles de Laval*.

Partial contents: Evolution dans les structures d'autorité. Évolution du champ de négociation de la convention collective. Rôle et responsabilité du contremaître dans l'entreprise. Rôle et responsabilité du délégué d'atelier dans le syndicat. Contacts et conflits entre contremaître et délégué d'atelier.

19. SPERO, STERLING DENHARD. *Labor Relations in British Nationalized Industry*. New York, New York University Press, 1955. Pp. 83.

A study of nationalization in British industry. Nationalization has not meant radical changes. Taxation, social legislation,

government regulation and collective bargaining have already achieved many of the objectives which government ownership was supposed to attain.

20. VICTORIAN EMPLOYERS' FEDERATION. *Arbitration: the Views of A. E. Monk, A. P. Aird and M. M. Stewart as expressed in a Series of Lectures sponsored by The Victorian Employers' Federation*. Melbourne, 1955. Pp. 28.

Mr. Monk is president of the Australian Council of Trade Unions. Mr. Aird is a lawyer who represents employers. Mr. Stewart was formerly Industrial Registrar of the Commonwealth Court of Arbitration and now is a Conciliation Commissioner.

Insurance, Unemployment

21. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Employer's Handbook on Unemployment Insurance*. 12th ed. Ottawa, Queen's Printer, 1955. Pp. 16.

This booklet helps the employer to apply the Unemployment Insurance Act to his business.

22. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Worker's Handbook on Unemployment Insurance*. 9th ed. Ottawa, Queen's Printer, 1955. Pp. 18.

This booklet helps the reader to understand the Unemployment Insurance Act.

23. U.S. COMMISSION ON INTERGOVERNMENTAL RELATIONS. STUDY COMMITTEE ON UNEMPLOYMENT COMPENSATION AND EMPLOYMENT SERVICE. *A Study Committee Report on Unemployment Compensation and Employment Service*, submitted to the Commission on Intergovernmental Relations. Washington, G.P.O., 1955. Pp. 100.

This report analyses and evaluates the intergovernmental relationship aspects of the Federal-State employment security program.

Interviewing

24. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *An Evaluation of the Group Interview*, by Margaret Chandler. Urbana, 1955. Pp. 26-28.

This comparison of the group interview with the individual interview was made after doing research for a study of industrial relations in the garment industry in a Midwestern United States community.

25. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Validity of "Undecided" Answers in Questionnaire Responses*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbana, 1955. Pp. 178-181.

An analysis of the reasons for "don't know" replies to a questionnaire which the authors distributed to members of a midwestern regional union.

Labour Organization

26. CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Proceedings of the 17th Constitutional Convention, December 1-2, 1955, New York, N.Y.* Washington, 1956. Pp. 338.

On Monday, December 5, 1955, the CIO joined in the Joint Convention founding the American Federation of Labor and Congress of Industrial Organizations.

27. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Labor Movement and Economic Development in Japan*, by Solomon B. Levine. Urbana, 1955. Pp. 12.

A survey of the growth of labour unions in Japan since 1949.

28. COOK, ALICE HANSON. *Labor's Role in Community Affairs, a Handbook for Union Committees*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 56.

This handbook is designed to help union leaders plan what their local or central body can do to develop a program of community activity, and to find and train the union members who will enjoy carrying this kind of union responsibility.

29. RICHBERG, DONALD RANDALL. *How shall We deal with Labor Union Monopolies?* An address delivered before the Economic Club of Detroit, September 26, 1955 at the Veterans Memorial Building, Detroit, Mich. Washington, 1955. Pp. 22.

The author is former General Counsel and Chairman of the National Recovery Administration and co-author of the Railway Labor Act and the National Industrial Recovery Act.

Older Workers

30. CLARK, FREDERICK LE GROS. *Ageing in Industry, an Inquiry based on Figures derived from Census Reports, into the Problem of Ageing under the Conditions of Modern Industry*, by F. Le Gros Clark and Agnes C. Dunne. London, Nuffield Foundation, 1955. Pp. 146.

The purpose of this study was to determine, as far as possible, how many workers are physically able to continue in their present jobs beyond their mid-sixties. The authors surveyed male workers in 32 occupations.

31. DONAHUE, WILMA T., ed. *Earning Opportunities for Older Workers*. Foreword by Everett Soop. Ann Arbor, University of Michigan Press, 1955. Pp. 277.

"The aim of this book...is to examine the nature of the barriers to continued employment or rehiring of older persons, to seek methods by which such persons may be effectively utilized in the labour force, and to outline the steps by which voluntary organizations and public agencies, and older people themselves, can create new earning opportunities for older workers."

Russia

32. BARKER, G. R. *Some Problems of Incentives and Labour Productivity in Soviet Industry; a Contribution to the Study of the Planning of Labour in the U.S.S.R.* Oxford, Published for Dept. of Economics and Institutions of the U.S.S.R. ...University of Birmingham by Basil Blackwell, 1955? Pp. 129.

The author concludes that increased labour productivity in Russia depends among other things on:

1. more and better mechanical equipment;
2. use of incentives of various types;
3. a certain amount of compulsion;
4. non-wage incentives, such as goods in short supply;
5. "contributive" incentives, such as uniforms, medals, decorations and badges.

33. DEWAR, MARGARET. *Labour Policy in the U.S.S.R., 1917-1928*. London, Royal Institute of International Affairs, 1956. Pp. 286.

"Using Russian sources (collections of laws, records of trade union, Soviet, and party congresses, etc.) this book traces the evolution of industrial labour policy and by an objective presentation of the facts demonstrates the contradictions between the Bolshevik theory and practice. The Appendix gives a chronological list and a summary of the main provisions of all relevant decrees, ordinances, and instructions (conditions of work, wages, incentives, social insurance, labour conscription, etc)."

Skilled Workers

34. NATIONAL MANPOWER COUNCIL. *Improving the Work Skills of the Nation; Proceedings of a Conference on Skilled Manpower, held April 27-May 1, 1955, at Arden House, Harriman Campus of Columbia University*. New York, Columbia University Press, 1955. Pp. 203.

"The particular concern of the Conference was to explore the ways in which secondary education, industry, and the community could contribute more effectively...to the development of the nations resources of skilled manpower." Sixty-nine experts from education, industry, labor, government, the armed forces, and other groups attended the Conference.

35. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. MANPOWER COMMITTEE. *Shortages and Surpluses of Highly Qualified Scientists and Engineers in Western Europe; a Report*. Paris, 1955. Pp. 154.

This report is concerned with enquiries to a questionnaire which the O.E.E.C. submitted to member countries and to the U.S.A. and Canada. Information was sought on shortages of highly-qualified scientists and engineers, whether any surpluses existed, and how the situation was likely to be over the next few years.

Wages and Hours

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Clerical Salary Survey, October 1955*, New York, c1955. Pp. 24.

This report covers weekly salary rates of clerical workers in twenty cities as of October 1955. It presents data for 68,686 workers in 787 plants.

37. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Retail Trade Industry in New York State, 1955*. New York, 1956. Pp. 75.

Workmen's Compensation

38. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1955*. Halifax, Queen's Printer, 1956. Pp. 28.

39. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Sixth Annual Report for the Calendar Year 1955*. Regina, Queen's Printer, 1956. Pp. 22.

40. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *The Nova Scotia Workmen's Compensation Law; What Every Steel Worker should know*. Pittsburgh, 1954. Pp. 45.

This handbook is for union members to guide and assist them in complying with the requirements of the workmen's compensation law of Nova Scotia.

41. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *The Ontario Workmen's Compensation Law; What Every Steel Worker should know*. Pittsburgh, 1954. Pp. 58.

This booklet is prepared for union members in Ontario to help them comply with the Ontario workmen's compensation law.

42. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *Quebec Workmen's Compensation Law; What Every Worker should know*. Pittsburgh, 1955. Pp. 47, 48.

Text in English and French. This booklet is designed for union members to help them comply with the requirements of the Quebec workmen's compensation law.

Miscellaneous

43. CANADA. DEPARTMENT OF VETERANS AFFAIRS. *Should Illness Strike; Treatment for Veterans for Non-Pensioned Conditions*. Ottawa, Queen's Printer, 1955. Pp. 20.

44. HINOJOSA PETIT, JOSE ANTONIO. *A Work Simplification Method*. Brussels, International Institute of Administrative Sciences, 1953. Pp. 42.

The work simplification method consists of three main parts: work distribution chart, process chart and work count. The distribution chart shows how the work is distributed as well as the contribution of each employee in the work unit. The process chart shows the work sequence step by step. The work count shows how much has been done.

45. INTERNATIONAL LABOUR OFFICE. *Welfare Facilities for Workers*. Fifth Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 5(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

Volume 1 contains the text of a proposed Recommendation concerning welfare facilities for workers. Volume 2 summarizes and analyses briefly the replies of 43 countries.

46. JOHR, WALTER ADOLF. *The Role of the Economist as Official Adviser*, by W. A. Johr and H. W. Singer. Foreword by E. A. G. Robinson. Translated from the German by Jane Degras and Stephen Frowein. London, Allen & Unwin, 1955. Pp. 150.

"It is the task of this book to indicate the particular problems which arise when practical questions in the field of economic policy have to be answered, and to work out the means of their solution. Its aim is not only to facilitate the task of the economist, but also to inform those who are dependent on the advice of the economist what they can expect of him. In this way, the authors hope, the connection between economics and economic policy... will also be strengthened." Cf. Introduction.

47. MANAGEMENT CONFERENCE ON THE GUARANTEED ANNUAL WAGE, CHICAGO, 1955. *Proceedings... Chicago, June 15, 1955*. New York, National Association of Manufacturers, 1955. Pp. 24.

Sponsored by the National Association of Manufacturers and Illinois Manufacturers Association.

Partial contents: Industry's Responsibility for Job Creation and Greater Job Security. Employee and Public Conceptions of the GAW. Unemployment Compensation. Background Standards and Relationship to GAW Demands. Implications and Provisions of GAW Demands. The Employee and Automation. Responsibility of Top Management for Job Creation.

48. MICHIGAN. UNIVERSITY. DETROIT AREA STUDY. *A Social Profile of Detroit: 1955; a Report of the Detroit Area Study of the University of Michigan*. Ann Arbor, Survey Research Center, Institute for Social Research, University of Michigan, 1956. Pp. 46.

The general purpose of this study "was to gain a better understanding of the behaviour of the family in a large metropolitan community".

49. SOCIALIST SOCIETY, U.S.A. *Robot Revolution; the Implications of Automation*. New York, Socialist Party, 1955. Pp. 47.

This pamphlet presents the American Socialist Party's views on automation. Automation may have an adverse effect on employment and the economy unless there is careful planning.

50. TORR, DONA. *Tom Mann*. With an introduction by Harry Pollitt. London, Lawrence and Wishart, 1944. Pp. 48.

A biography of a British Communist trade unionist who was born in 1856 and died in 1941.

51. UNITED NATIONS. STATISTICAL OFFICE. *Yearbook of International Trade Statistics, 1954*. New York, 1955. Pp. 556.

52. U.S. DEPARTMENT OF LABOR. *Building and Construction Workers Guide to Wage, Overtime, and Other Laws Applicable to Federally Financed and Assisted Construction Contracts*. Washington, G.P.O., 1955. Pp. 28.

This guide describes labor standards protection on federal and federally assisted construction contracts.

53. U.S. NATIONAL SCIENCE FOUNDATION. *Fifth Annual Report, Fiscal Year 1955*. Washington, G.P.O., 1956. Pp. 159.

Material on Automation in Books and Periodicals

Recently Received in Department of Labour Library

(3rd List)

Persons wishing to consult the articles listed are advised to refer to their local libraries or to obtain the periodical from the publisher.

1. Automation—a moral challenge, by Mary Eady. (In *Canadian Packinghouse Worker*, April, 1955, p. 7-10.)

The problems concerned with automation include: the large capital investment required to install the equipment, the need for highly trained technicians, the question of unemployment especially during the transition period, and the question as to who will benefit from the increased production. There will be more leisure and living conditions will improve.

2. Automation and its challenges, by E. H. Walker. (In *Canadian Personnel and Industrial Relations Journal*, 4th quarter, 1955, p. 16-22.)

3. Automation and the labour force. (In *The Employer's Review*, March 7th, 1956, p. 9, 11.)

A summary of the report of the Subcommittee of the U.S. Congressional Joint Committee on the Economic Report.

4. Automation and the occupational outlook, by G. B. Baldwin. (In *Vocational Guidance Quarterly*, Spring 1956, p. 96-100.)

Complexity of automation will result in many changes. New skills will be required and there will be new trends in vocational training.

5. Automation: boon or disaster? (In *The Fisherman*, March 20, 1956, p. 11.)

The article considers the meaning of automation, the effect of its introduction in several different industries, and labor's reaction.

6. Automation brings social changes; from a talk entitled "Automation at the halfway point" presented at the National Conference of Social Work in San Francisco, Calif. (In *National Association of Marine Engineers Official Journal*, Feb., 1956, p. 14-15.)

Partial contents: Increased Leisure, Upgrading of Skills, Rising Standard of Living, Material Abundance.

7. Automation—fad or fact, by R. E. Blumenthal. (In *The American Photo Engraver*, Nov., 1955, p. 1120-1122.)

8. Automation has become evolution; concept offers greater profit to alert businessmen, by Robert H. Allen. (In *Financial Post*, May 12, 1956, p. 62.)

A digest of a speech by the sales research manager for Moore Business Forms, Inc., Toronto, to the National Office Management Association and the Systems and Procedures Association. For data processing automatic machines are essential.

9. Automation hits rails; 232,500 fewer jobs.
(In *Transport Workers Union Express*, March, 1956, p. 6.)
Figures supplied by the U.S. Bureau of Labor Statistics.
10. Automation is key to better living—but.
(In *Trainman News*, April 16, 1956, p.1; 5-6.)
11. Automation: more facts for executive decisions; some points to consider when mechanizing office. By C. B. Laing.
(In *Financial Post*, May 12, 1956, p. 60.)
Office automation machinery has developed greatly in the last five years. Computers and the use of magnetic tape play an important part. The article continues with description of operations introduced into the office routine of Prudential Insurance Co.
12. Automation: promise and problems. By Walter P. Reuther. (In *The American Flint*, April, 1956, p. 2-4.)
The trade union movement recognizes the potential benefits of automation such as shorter hours, longer vacations and opportunities for earlier retirement and an increase in material standards of living. However, there is the problem of unemployment and the growing need for specialized semi-professional technicians. The rising productivity that automation makes possible will increase our national strength and improve living standards.
13. Automation topic at Toronto seminar.
(In *Canadian Labour*, March, 1956, p. 4.)
An outline of a conference sponsored by the Canadian Institute of Public Affairs.
14. "Automation War" threatens Britain, by Peter Lyne. (In *Christian Science Monitor*, May 3, 1956, p. 1.)
Comment on the strike of workers at the Standard Motor Company, Coventry, against automation—regarded as the most urgent domestic problem in England. Said to be on a par with the machine-smashing campaign of the Luddites during the early 19th century.
15. Automation will require higher skills.
(In *The Regulator*, April 1956, p. 2- .)
The need for higher skilled workers to meet the demands of modern technical development is resulting in young people spending a longer period in school before taking their first jobs, and in the older worker continuing employment for a longer time. Also the number of women in gainful employment is increasing.
A summary of a recent study issued by the Twentieth Century Fund:—America's needs and resources, by J. F. Dewhurst.
16. Automation will speed business for small firms. (In *Financial Post*, April 21, 1956, p. 4.)
Automation of office equipment is practical for small business. Next fall the Bell Telephone Co. is opening an automation workshop in Toronto to help firms of all sizes test I.D.P. (integrated data processing) facilities. A similar workshop has already been opened in Ottawa by R. L. Crain Ltd. Integration of clerical operations through common language business machines was considered at a 3-day meeting of the Toronto chapters of the National Office Management Association and the Systems and Procedures Association.
17. British hold conference on automatic factories. (In *Labour Gazette*, Nov. 1955, p. 1236-7.)
Comment on a recent article in *Scope* entitled, "Some problems of automation" dealing with papers presented at a Conference held at Margate, England. These papers dealt with such subjects as the automatic factory, adjustment to automation, labour's viewpoint, education, the necessity for avoiding strikes.
18. Commerce Clearing House.
Union contract clauses... Chicago, 1954. 780 p.
Pp. 645-654. Technological change.
Partial contents of these pages: Notification of proposed change. Transfer to new jobs. Retraining.
19. Council for Technological Advancement, Chicago.
Automation and job trends. Chicago, Council for Technological Advancement, 1955.
24 p. (No. 3 of a series on Technology and Employment.)
Bibliographical footnotes.
The effects of automation are evolutionary and have good and bad points. Production and marketing are features requiring careful consideration, and also unemployment. Automation is evidence of economic growth and its effect is to increase job expectancy and to develop new industries. It improves the outlook for the capital goods industries.
20. Denies automation will bring mass joblessness, by B. F. Fairless. (In *Labour Gazette*, March 1955, p. 265.)
Comment on an address by B. F. Fairless before the Johnstown, Pa., Chamber of Commerce. His views are contrary to those of Walter Reuther as expressed the previous day before the Joint Congressional Committee.

21. Diebold, John.

Automation; the advent of the automatic factory. New York, Van Nostrand, c1952. 181 p.

Contents: The problem of automation, Control and the computer, The redesign of product and process, Making machines automatic, Automatic handling of information, What will automation mean to business? Some social and economic effects of automation.

22. Economic aspects of automation, by Noel Branton. (In *Accounting*, Dec. 1955, p. 450-543.)

The ultimate usage of automation envisages not only automatic operation but automatic control. Labour displacement is a feature to be considered by unions. Increased productivity may result in improvement in working conditions. There will be an increased demand for scientific and technical manpower. Development in automation is likely to continue without drastic changes in working conditions.

23. Effects of automation equipment on office layout design, by K. H. Ripnen. (In *American Business*, April 1956, p. 17; 40-41.)

Modern office automation involves the operation of acoustics, room temperature and lighting, the installation of a refrigeration system, and ultimately involves the whole question of air conditioning. The layout includes consideration of space, new floor considerations, added power and electrical wiring equipment.

24. European Productivity Agency.

Automatic processes in industry. Paris. 1955. 46, 44p.

Bibliography: p. 13-44 of 2nd part.

25. Guideposts to further automation, by David Rubinien. (In *Plant Administration*, Sept. 1954, p. 126; 131-134; 136.)

Automation involves operations and processes for achieving the automatic plant with the object of minimizing human participation in every phase of processing. Notes five obstacles to automation.

26. Here's how computers are selling; growth pattern shows Canadian companies big buyers. (In *Financial Post*, May 12, 1956, p. 51.)

Existing orders show that by the end of 1956 more than 20 computers will be installed in Canada; the estimate is 50 by the end of 1957. A few of the companies introducing computers are A. V. Roe, Ltd., National Cash Register, Manufacturers Life Insurance Co., and Prudential Insurance Co. of America. Other firms, reluctant to consider the cost of introducing this expensive equipment, are making use of computation consultants, thus avoiding the need for training staff.

27. Highlights of TLC-CCL Brief; automation's influence requires all-in probe (In *Canadian Labour*, March 1956, p. 2.)

Effects of automation on Canadian industry as stated in the brief to the Gordon Royal Commission.

28. How automation affects employment: a survey. (In *Management Review*, March 1956, p. 211-12.)

A recent American machinist survey of companies with automation experience indicates 26 per cent reported increases in employment; 51 per cent reported no change in total employment; 23 per cent reported decreases.

29. How get most out of automation? (In *Financial Post*, April 7, 1956, p. 20.)

The arguments for, against automation. The benefits of automation accrue directly to labor, by John H. Dickey. Management and labor must work harder at bargaining, by Murray Cotterill.

30. Industry has a new robot servant; automation saves living standards, cuts out danger. By M. O. Cross, Jr. (In *Financial Post*, Feb. 19, 1955, p. 24.)

Digest of a speech delivered in Milwaukee.

It is unbelievable that unions should try to control the introduction of automation by the GAW as a kind of penalty tax. Automation demands of management new techniques in planning, finance, administration and execution, and above all the creation of new markets to equal increased production. Employment must be made more stable and unskilled workers made into highly trained workers. Management must accept great responsibility in the new technological development.

31. IWA (International Woodworkers of America) scans automation and plans adjustments; expert panel assembled to explore questions. (In *B.C. Lumber Worker*, 1st issue, March 1956, p. 1-2.)

Automation as applied in Canadian industry. Among some industries referred to are the McKinnon Industries, Ltd., St. Catharines, and The Bell Telephone System. Railways and automotive workers are also affected. The development of electrical computers of various types reduces the time and personnel necessary for routine operations with the result that automation will displace some workers and will also displace some industries. However, it should raise living standards if there is intelligent adjustment to the necessary changes.

32. June, Stephen A., and others.

The automatic factory—a critical examination. Pittsburgh, Instruments Pub. Co., c1955. 88 p.

References: p. 77-79.

Contents include mechanization vs. the automatic factory, obstacles to the automatic factory, contemporary automaticity, social implications of the automatic factory.

33. Let's look at automation! By Joseph E. Hardley. (In *Northern Circuit*, pub. by Northern Electric Co. Ltd., spring, 1956, p. 8-11.)

Automation has made its greatest advance in the process and fabrication industries. It will be applied to operations or processes which can be better performed by machines than by men. It is a key to an expansion of our economy leading towards an improvement in our standard of living.

34. Local 1-217, IWA (International Woodworkers of America) Automation Institute huge success. (In *The Barker*, Local 1-217 I.W.A., April, 1956, p. 1.)

A panel discussion on "what is automation". Conclusion reached is that management, government and trade unions must work together to meet the challenge of this new technological development.

35. Machines that feed on raw data. (In *Canadian Business*, Sept. 1955, p. 84, 86-.)

A review article of: Electronic data processing in industry, special report No. 3, American Management Association, 257p.

The introduction of electronic computers into office routine will cut clerical costs, but humans are still required to prepare and present the original data.

36. Management's new look—1955, by G. A. Wilkinson. (In *Trades and Labour Congress Journal*, March 1955, p. 18-19.)

The new "industrial revolution" brings changes in productivity with potentialities for good or evil depending on release from routine jobs or the unemployment that may accompany the transition period. Automation produces a problem for both management and trade unions.

37. Modern marvels of automation transform industrial world. (In *Monetary Times*, March 1955, p. 51.)

38. National Association of Manufacturers of the U.S.A.

Calling all jobs. New York, 1954. 23p.

Bibliography: p. 22-23.

Outlines the history of automation also its application and its effect on employment. For the future automation is not to be feared.

39. National Manpower Council.

Improving the work skills of the nation; proceedings of a Conference on Skilled Manpower held April 27-May 1, 1955... Columbia University. New York, Col. Univ. Press, 1955. 203p.

Pp. 83-98: Automation and the skills of the labor force, by G. B. Baldwin.

A discussion of the effects of automation on the skills of the labor force, and of the changes in education and training of the labor force. Automation will decrease employment in some sectors and increase it in others. New skills will be required at the skilled manual, the technician and at the professional levels. Article includes a few useful bibliographical footnotes.

40. A new day's a'comin'—what to expect from automation. (In *Plant Administration*, May 1955, p. 76; 214; 216.)

Automation is being introduced into mechanical processing in many industries both in Canada and in the United States but employment has increased. The development of automation will be gradual, jobs will be different and there will be a greater demand for skilled labour. Automation is one of the signs of economic growth and in the future there will be a premium on technical ability. Management and employees must have confidence that technology will develop for the benefit of all.

41. New York (state). Dept. of Commerce. Minutes of conference, automation and industrial development, May 12, 1954. Albany, N.Y., Dept. of Commerce, 1954. 133p.

42. No coffee-break for these super-clerks; how computers will change Canadian business methods. By D. R. Gordon. (In *Financial Post*, Nov. 26, 1955, p. 19.)

The advantages of introducing computers in business and the problems faced by the executive in the decision regarding the introduction of the required equipment.

43. Office automation need not cost millions, by Wm. B. Forbes. (In *Financial Post*, May 12, 1956, p. 49.)

In this special report the *Financial Post* discusses the application of automation to the office and reports on some of that specialized equipment.

44. Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)

A question and answer interview; brings out many pertinent points.

45. O'Mahoney, Joseph C., and others.

The challenge of automation; papers delivered at the National Conference on Automation. Washington, Public Affairs Press, c1955. 77p.

The questions raised include: Will automation be of benefit or not. Will it raise or lower living standards, aid small business or promote monopoly, create more employment; will it result in social upheaval or will careful planning control the transition?

- Partial contents include: Applications and uses, Technological considerations, Industrial significance, Labor's stake.
46. Personnel executives look at automation. Reprinted from Personnel Policies Forum Survey No. 33. (In *Management Review*, April 1956, p. 242-4.)
- A group of personnel and industrial relations executives foresaw a decrease in workforce, greater specialization, lower costs, greater need for supervisory training, higher wages.
47. Plugged-in brains widening business; how electronics may boost life insurance sales. By V. J. Egan. (In *Financial Post*, April 23, 1955, p. 21.)
- Comments on the problems of The Metropolitan Life and The Sun Life in connection with the introduction of electronic installations. In Canada the problem is complicated by import duties and the shortage of skilled technicians and engineers to maintain the machines. IBM is experimenting with a new "all-transistor" calculator which officials predict will be commercially acceptable.
48. Six days behind in invoicing: customers complained. Computer came to the rescue, helped business to expand. (In *Financial Post*, May 12, 1956, p. 50.)
- The Drug Trading Co. Ltd., Toronto, has a large electric computer on order. The company decided not to hire experts but to train its own staff.
49. Socialist Society, U.S.A.
- Robot revolution; the implications of automation. New York, Socialist Party, 1955. 47p.
- Presents the views of the American Socialist Party. Careful planning is required to ensure that there will be production and employment for the benefit of all; that there will be a fair division of work and leisure, and that the economic development will be for the general well-being.
50. Some economic and social accompaniments of the mechanization of industry, by Henry S. Dennison. (In *The American Economic Review*, March 1930, p. 133-155.)
- Many of the same considerations regarding automation in the present day were recognized in connection with the work of industry during the early 30's, e.g. the effect upon the worker, unemployment, use of leisure and new wealth, the effect on management. The article concludes that the mechanization brings both rich opportunities and vital risks.
51. Some thoughts on automation, by H. R. Nicholas. 2 parts. (In *Transport and General Workers' Record*, Feb. 1956, p. 230; April 1956, p. 258-259; March 1956, p. 286-7.)
- The articles consider production and employment and the responsibilities of unions and government as well as management. Hours of work may be reduced and there will be changes in wages and grades of workers. The problem of waiting time in the case of breakdowns in the automation process may become more intense.
52. Stanford Research Institute, Menlo Park, Calif.
- Proceedings, symposium on electronics and automatic production. Jointly sponsored by National Industrial Conference Board, Inc., Stanford Research Institute, Menlo Park, Calif., Aug 22-23, 1955. San Francisco, Calif., 1955.
- Contents: Some reflections on automation, by L. M. K. Boelter. Outlook for automation, by Dean E. Wooldridge. Automation and the logistics of national defense, by Rear Admiral F. R. Furth. Automation in the automobile industry, by R. T. Keller. Automation in the steel industry, by W. K. Scott. Automation in the chemical industry, by V. F. Hanson. Automation in the electronics industry, by L. F. Jones. Automation in business statistics, by F. K. Leisch. Automation in the life insurance business, by M. E. Davis. Electronics in industrial management, by M. E. Salvesson. News magazine publishing and new technology, by N. Bishop. Automatic production and the small business man, by P. B. Wishart. Symposium on electronics and automatic production, notes for contribution to panel discussion; by Dr. W. B. Gibson. Economic and social implications of automation, panel discussion preliminary remarks by R. L. Gordon. Economic and social implications of automation, panel discussion preliminary remarks by W. H. Moore. Economic and social implications of automation, panel discussion preliminary remarks by C. B. Thornton. Economic and social implications of automation, panel discussion preliminary remarks by L. Wolman.
53. "Supersonic" brain designing aid, by G. Gliniski. (In *Canadian Aviation*, Dec. 1955, p. 81-82.)
54. They'll learn computer magic. (In *Financial Post*, Sept. 24, 1955, p. 40.)
- Comment on a course of lectures at McGill University and at Toronto University on data processing. The lecturer at McGill is George Gliniski, who has just completed a summer course at MIT. Co-operative studies in data processing are under way in a number of industries. Dr. Gotlieb at Toronto says getting the equipment is the smallest part of the job,

the big job is to set things up so that the machines can produce the answers wanted. Also the people operating the equipment must know the kind of information that can be obtained.

55. Trade unions and "Automation", by J. Walton. (In *Trades and Labour Congress Journal*, Aug. 1955, p. 33.)

In Great Britain the Trades Union Congress is already considering the implications of automation and forecasting its development. A survey by the Scientific Advisory Committee has been circulated to unions for comment.

56. Trade unions and "Automation"—(Our Monthly London Letter). (In *Canadian Mineworker*, May 1955, p. 10; 22.)

57. UAW-CIO. Education Dept., Detroit, Michigan.

Automation; a report to the UAW-CIO Economic and Collective Bargaining Conference held in Detroit, Mich., the 12th and 13th of Nov. 1954. With an introduction by Walter P. Reuther ... A resolution on automation adopted by the 14th constitutional convention of the UAW-CIO. A glossary of terms used in automation. Detroit, 1955. 39p.

Partial contents: Automation and the GAW; Higher pay for automated jobs; Changing skills; Automation and the short work week.

58. U.S. Congress. Joint Committee on the Economic Report. Subcommittee on Economic Stabilization.

Automation & technological change. Hearings...

Oct. 14-28, 1955. Washington, U.S.-G.P.O., 1955. 644p.

P. 14-27: A condensation of the book, *Automation*, by John Diebold.

59. U.S. Congress studies impact of automation. (In *Labour Gazette*, Nov. 1955, p. 1237-9.)

Comment on Congressional hearings before the Joint Economic Committee in the United States. It is not feasible to apply automation processes rapidly. Automation is not applicable to every kind of production process. The article also comments on the evidence of Dr. W. S. Buckingham and Walther Reuther.

60. Views on automation, by John Walton. (In *Free Labour World*, Aug. 1955, p. 24-26.)

61. Why the hush on automation? by Jack Burrows. (In *The Guardian*, March 21, 1956, p. 5.)

In Canada we are handicapped by a lack of knowledge regarding the impact of automation.

62. Wiener, Norbert.

The human use of human beings; cybernetics and society... Boston, Houghton Mifflin Co., 1954. 199p.

Application of the theory of cybernetics has produced a machine that can do routine mental jobs better than any man, thus making the untrained mind obsolescent.

Partial contents: Cybernetics in history, The first and the second industrial revolution, Some communication machines and their future.

63. You just "plug in" this brain; Toronto broker hires some electronic office help. (In *Financial Post*, Sept. 24, 1955, p. 18.)

Automation in the office is making impressive gains and the latest advocate of electronic offices is Bongard & Co., Toronto, stock brokers. The article tells how the electronic office works, what it costs, and comments on the months of groundwork that comes before the installation.

Labour Conditions in Government Contracts

(Continued from page 893)

Department of Transport

Machias Seal Island N S: L E & P E Armstrong, construction of single dwelling & demolition of existing dwelling. *River St Lawrence Que*: Marine Industries Ltd, *dredging ship canal between Quebec City & Montreal. *Saguenay Que*: Accurate Electrical Contractors, construction of airport lighting. *Fort William Ont*: Barnett-McQueen Co Ltd, construction of maintenance garage & related work, Lakehead Airport. *Malton Ont*: Gordon A MacEachern Ltd, cleaning bldgs at Airport. *Ottawa Ont*: B Perini & Sons (Canada) Ltd, excavation & foundation for Terminal Bldg, Uplands Airport; Standard Structural Steel Ltd, construction of structural steel work, Terminal Bldg, Uplands Airport. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, additional development of airport. *Green Island B C*: Northwest Construction Ltd, construction of dwellings, light tower & demolition of existing dwellings. *Terrace B C*: Skeena Construction Ltd, construction of bldg & related work. *Vancouver B C*: Narod Construction Ltd, construction of control tower & related work, Airport.

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 21, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,583	* 99	416	1,576	2,054	975	463
Agricultural.....	771		49	173	210	311	26
Non-Agricultural.....	4,812	97	367	1,403	1,844	664	437
Males.....	4,279	80	323	1,233	1,522	770	351
Agricultural.....	742	* 46	46	172	202	296	24
Non-Agricultural.....	3,537	78	277	1,061	1,320	474	327
Females.....	1,304	19	93	343	532	205	112
Agricultural.....	29	* 15				15	
Non-Agricultural.....	1,275	19	90	342	524	190	110
All Ages.....	5,583	99	416	1,576	2,054	975	463
14—19 years.....	509	14	40	183	165	76	31
20—24 years.....	719	16	54	231	241	129	48
25—44 years.....	2,598	44	187	730	960	456	221
45—64 years.....	1,533	* 24	114	384	597	273	141
65 years and over.....	224		21	48	91	41	22
<i>Persons with Jobs</i>							
All status groups.....	5,326	85	372	1,467	2,006	945	451
Males.....	4,046	67	282	1,133	1,478	744	342
Females.....	1,280	18	90	334	528	201	109
Agricultural.....	764	* 48	48	170	209	309	26
Non-Agricultural.....	4,562	83	324	1,297	1,797	636	425
Paid Workers.....	4,133	66	287	1,169	1,658	569	384
Males.....	2,959	50	208	857	1,167	395	282
Females.....	1,174	16	79	312	491	174	102
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	257	14	44	109	48	30	12
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,080	158	462	1,441	1,630	929	460
Males.....	1,026	52	107	254	300	204	109
Females.....	4,054	106	355	1,187	1,330	725	351

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 21, 1956		Week Ended Mar. 24, 1956		Week Ended April 23, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	274	255	309	281	350	323
Without Jobs.....	257	240	295	268	327	304
Under 1 month.....	57	—	71	—	57	—
1—3 months.....	96	—	120	—	115	—
4—6 months.....	81	—	81	—	108	—
7—12 months.....	14	—	14	—	33	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	17	15	14	13	23	19
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	12	11	10	10	17	14

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	978
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1955—January.....	73	316	60	258	244	35	986
February.....	70	325	57	258	246	35	991
March.....	62	328	57	260	250	35	992
April.....	61	353	64	268	249	36	1,011
May.....	72	335	74	275	253	37	1,049
June.....	80	344	85	281	262	38	1,085
July.....	83	343	86	284	251	38	1,107
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,121
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	69	284	266	39	1,093

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,570,981.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	128.1	116.6	51.25
1952—Average.....	113.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.0	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	155.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.4	168.1	147.3	63.37	113.2	171.1	150.2	66.03

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	April 1 1956	March 1 1956	April 1 1955	April 1 1956	March 1 1956	April 1 1955
(a) Provinces						
Newfoundland.....	118.1	119.5	113.4	55.76	55.58	53.36
Prince Edward Island.....	105.5	125.7	97.6	47.84	44.40	47.77
Nova Scotia.....	98.7	100.4	92.3	51.63	52.43	51.84
New Brunswick.....	101.9	105.4	95.0	55.10	55.01	53.87
Quebec.....	111.3	112.1	103.4	60.55	60.83	58.22
Ontario.....	116.6	115.5	108.8	66.13	65.67	63.25
Manitoba.....	102.9	102.8	98.5	59.73	59.79	58.01
Saskatchewan.....	108.3	107.1	106.1	59.98	59.67	56.83
Alberta (including Northwest Territories).....	133.2	132.0	121.2	65.05	65.53	61.07
British Columbia (including Yukon).....	112.6	110.9	103.1	68.64	68.13	64.70
Canada.....	113.4	113.2	105.7	63.37	63.20	60.68
(b) Metropolitan Areas						
St. John's.....	115.5	112.0	107.7	47.18	46.27	45.05
Sydney.....	89.7	89.1	89.7	63.07	63.51	59.79
Halifax.....	117.3	117.0	118.0	51.78	52.26	50.99
Saint John.....	109.1	106.1	108.8	51.93	51.99	51.83
Quebec.....	103.7	103.7	102.8	61.57	62.40	49.59
Sherbrooke.....	106.3	104.3	98.2	52.27	53.96	50.36
Three Rivers.....	108.8	106.7	98.9	58.06	58.57	56.54
Drummondville.....	77.0	78.0	74.4	54.18	54.47	54.17
Montreal.....	115.2	114.0	108.4	61.80	61.60	59.04
Ottawa—Hull.....	114.3	113.4	108.5	57.29	58.13	55.60
Peterborough.....	98.5	96.4	91.3	67.49	66.79	63.20
Oshawa.....	171.0	159.9	157.2	80.83	71.97	69.97
Niagara Falls.....	116.4	114.4	112.8	71.86	72.10	69.93
St. Catharines.....	123.2	115.9	111.7	75.13	71.73	70.12
Toronto.....	125.1	124.0	118.4	66.91	66.44	64.09
Hamilton.....	109.7	108.8	101.0	68.63	67.91	64.98
Brantford.....	92.8	90.4	83.4	64.03	62.71	59.63
Cal.	107.2	105.5	94.8	57.49	57.75	56.28
Kitchener.....	106.8	105.5	101.0	60.65	60.04	59.28
Sudbury.....	132.1	131.1	127.5	77.72	77.95	74.02
London.....	115.3	113.8	108.6	60.80	60.75	58.00
Sarnia.....	127.4	124.6	112.8	77.87	78.07	73.98
Windsor.....	109.1	107.9	103.7	72.75	72.39	74.11
Sault Ste. Marie.....	119.7	117.7	104.8	77.33	78.12	70.35
Ft. William—Pt. Arthur.....	102.9	103.6	97.6	63.76	64.13	60.88
Winnipeg.....	102.4	102.1	99.2	56.99	56.66	55.70
Regina.....	110.1	108.2	108.9	57.42	57.39	54.88
Saskatoon.....	107.7	108.4	109.5	56.56	56.21	53.59
Edmonton.....	156.7	153.8	137.5	60.81	60.27	57.82
Calgary.....	143.2	139.9	132.0	61.38	61.45	58.47
Vancouver.....	111.3	109.3	102.1	66.02	65.44	62.98
Victoria.....	116.0	113.1	110.7	61.23	61.44	59.19

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	April 1 1956	March 1 1956	April 1 1955	April 1 1956	March 1 1956	April 1 1955
Mining	115.9	115.9	110.0	75.94	77.43	72.01
Metal mining.....	120.5	119.8	113.4	78.48	70.21	74.31
Gold.....	76.7	76.3	80.6	69.85	70.41	67.02
Other metal.....	161.4	160.4	144.0	82.30	83.11	78.12
Fuels.....	105.7	107.8	102.7	74.14	77.18	69.97
Coal.....	69.1	71.2	71.4	59.11	63.77	57.53
Oil and natural gas.....	227.8	229.7	206.0	89.34	91.02	84.21
Non-metal.....	126.3	123.8	117.6	69.59	70.24	67.51
Manufacturing	113.2	112.3	106.5	66.03	65.57	63.28
Food and beverages.....	99.6	98.0	95.2	59.44	58.84	56.95
Meat products.....	118.9	115.7	110.6	69.96	66.12	66.84
Canned and preserved fruits and vegetables.....	71.8	67.6	64.2	53.16	55.02	51.93
Grain mill products.....	102.9	101.9	102.3	62.27	61.29	59.25
Bread and other bakery products.....	107.4	107.0	104.1	55.90	54.80	53.10
Biscuits and crackers.....	91.3	89.1	89.5	46.28	49.23	45.14
Distilled and malt liquors.....	102.7	99.8	97.7	73.86	73.82	70.49
Tobacco and tobacco products.....	84.9	102.0	99.0	59.76	54.57	54.25
Rubber products.....	110.8	110.0	104.3	67.16	66.40	65.46
Leather products.....	91.6	91.7	87.5	44.58	46.02	43.90
Boots and shoes (except rubber).....	94.9	94.9	91.5	42.65	44.03	42.05
Textile products (except clothing).....	88.0	88.3	84.0	51.95	53.48	51.96
Cotton yarn and broad woven goods.....	90.3	90.5	84.9	49.10	51.36	49.46
Woolen goods.....	73.7	74.0	69.8	50.15	51.54	49.48
Synthetic textiles and silk.....	88.1	88.8	86.7	57.42	58.81	57.71
Clothing (textile and fur).....	96.6	97.0	92.3	42.59	43.61	42.15
Men's clothing.....	100.7	101.1	96.1	42.67	42.36	41.15
Women's clothing.....	97.9	98.2	96.9	43.24	44.86	42.53
Knit goods.....	84.3	84.5	77.8	42.30	43.87	42.50
Wood products.....	105.7	105.3	101.3	56.54	57.08	55.08
Saw and planing mills.....	106.5	106.2	103.7	58.68	59.10	57.26
Furniture.....	109.6	109.4	103.2	53.99	54.79	52.24
Other wood products.....	94.6	93.6	87.2	51.01	51.53	49.39
Paper products.....	118.4	118.0	112.0	77.60	76.95	73.45
Pulp and paper mills.....	120.0	119.8	115.0	83.48	82.81	78.77
Other paper products.....	114.5	113.6	104.7	62.54	61.82	59.22
Printing, publishing and allied industries.....	113.6	113.3	110.8	71.11	70.42	67.51
Iron and steel products.....	110.8	108.9	99.2	73.48	73.75	69.72
Agricultural implements.....	71.1	70.4	73.5	75.53	74.72	69.98
Fabricated and structural steel.....	143.8	141.3	124.2	77.08	76.49	74.37
Hardware and tools.....	109.1	107.8	98.8	69.51	68.93	65.40
Heating and cooking appliances.....	104.9	104.6	96.9	62.08	63.71	61.40
Iron castings.....	108.2	106.1	90.8	72.89	72.41	69.02
Machinery mfg.....	116.9	114.0	105.7	71.35	72.58	68.22
Primary iron and steel.....	118.3	116.5	101.4	80.40	81.04	74.79
Sheet metal products.....	110.5	107.7	99.2	69.83	69.74	67.09
Transportation equipment.....	144.8	141.8	137.4	74.57	72.35	72.49
Aircraft and parts.....	353.8	349.8	335.5	77.25	77.37	75.06
Motor vehicles.....	147.3	144.5	137.3	82.38	77.96	82.49
Motor vehicle parts and accessories.....	127.9	117.5	120.4	76.00	69.44	70.23
Railroad and rolling stock equipment.....	88.5	88.9	82.8	67.68	65.60	64.88
Shipbuilding and repairing.....	149.6	147.7	144.0	66.26	67.39	65.07
Non-ferrous metal products.....	126.6	126.2	120.1	75.13	74.03	71.58
Aluminum products.....	129.7	127.9	123.2	69.89	69.11	66.91
Brass and copper products.....	113.8	113.8	102.4	72.52	71.42	68.55
Smelting and refining.....	146.3	146.2	140.4	81.59	80.13	77.39
Electrical apparatus and supplies.....	147.5	146.0	131.9	71.16	70.50	67.67
Non-metallic mineral products.....	127.7	125.5	112.7	69.38	68.14	65.61
Clay products.....	104.5	103.6	95.1	65.93	64.99	62.38
Glass and glass products.....	133.9	130.7	123.3	67.65	66.05	64.12
Products of petroleum and coal.....	127.4	126.6	120.4	94.82	93.35	87.28
Chemical products.....	125.1	124.0	120.0	72.96	72.34	68.98
Medicinal and pharmaceutical preparations.....	114.9	114.7	108.9	67.61	67.49	63.63
Acids, alkalis and salts.....	128.4	127.3	123.5	81.73	80.10	78.25
Miscellaneous manufacturing industries.....	106.2	104.0	100.0	56.38	56.39	55.14
Construction	102.7	101.9	88.3	66.29	67.32	62.07
Building and structures.....	112.4	111.2	93.3	71.16	72.81	65.80
Building.....	117.3	116.3	94.8	70.37	72.48	64.79
Engineering work.....	91.4	89.3	86.5	75.53	74.65	70.73
Highways, bridges and streets.....	87.1	87.1	80.5	56.16	56.03	55.18
Service	117.6	115.9	108.6	42.51	42.48	40.34
Hotels and restaurants.....	111.3	109.6	103.0	35.83	36.30	34.83
Laundries and dry cleaning plants.....	105.9	103.6	101.5	39.34	38.26	37.50
Other service.....	155.0	153.7	139.0	61.25	60.90	57.75
Industrial composite	113.4	113.2	105.7	63.37	63.20	60.68

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1, 1956	March 1, 1956	April 1, 1955	April 1, 1956	March 1, 1956	April 1, 1955
Newfoundland.....	42.1	43.2	42.9	144.8	134.9	136.4
Nova Scotia.....	40.6	41.4	41.5	132.5	132.2	126.4
New Brunswick.....	42.1	42.3	41.9	134.1	133.0	126.7
Quebec.....	41.9	42.9	42.0	134.0	132.3	129.1
Ontario.....	41.0	40.9	41.0	159.0	157.4	152.5
Manitoba.....	40.6	40.7	40.2	141.0	139.1	137.1
Saskatchewan.....	40.3	39.7	39.8	159.1	155.9	148.1
Alberta (¹).....	40.1	39.8	40.3	155.8	154.3	149.9
British Columbia (²).....	38.4	38.3	38.2	179.2	177.9	171.6

(¹) Includes Northwest Territories.

(²) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.7	44.0	42.3	167.8	166.8	160.4	71.65	73.39	67.85
Metal mining.....	43.4	44.4	43.4	173.1	171.5	163.6	75.13	76.15	71.00
Gold.....	45.2	46.1	44.9	143.5	142.3	139.1	64.86	65.60	62.46
Other metal.....	42.6	43.6	42.7	187.7	185.8	177.7	79.96	81.01	75.88
Fuels.....	40.8	43.5	39.8	160.3	160.4	156.0	65.40	69.77	62.09
Coal.....	38.9	41.9	37.8	149.7	150.0	147.4	58.23	62.85	55.72
Oil and natural gas.....	45.8	47.5	45.3	183.5	184.6	175.6	84.04	87.69	79.55
Non-metal.....	42.8	43.3	42.3	157.4	157.9	154.1	67.37	68.37	65.18
Manufacturing.....	41.1	41.3	41.1	150.4	148.5	144.3	61.81	61.33	59.31
Food and beverages.....	41.4	41.3	41.0	132.1	130.1	126.3	54.69	53.73	51.78
Meat products.....	42.3	39.5	40.7	158.3	155.0	154.8	66.96	61.23	63.00
Canned and preserved fruits and vegetables.....	38.3	39.7	38.6	119.0	121.2	114.1	45.58	48.12	44.04
Grain mill products.....	41.3	41.3	40.7	142.1	141.5	137.4	53.69	58.44	55.92
Bread and other bakery products.....	44.5	43.5	43.5	114.8	113.9	108.5	51.09	49.55	47.20
Distilled and malt liquors.....	40.5	40.4	39.8	167.9	168.0	161.2	68.00	67.87	64.16
Tobacco and tobacco products.....	39.5	40.0	39.0	140.2	126.0	128.1	55.38	50.40	49.96
Rubber products.....	41.1	41.1	42.0	154.4	150.8	148.8	63.46	61.98	62.50
Leather products.....	40.1	41.8	40.8	103.4	103.6	100.3	41.46	43.30	40.92
Boots and shoes (except rubber).....	39.9	41.6	40.5	99.5	99.7	96.7	39.70	41.48	39.16
Textile products (except clothing).....	41.4	43.3	42.5	113.3	113.2	112.0	46.91	49.02	47.60
Cotton yarn and broad woven goods.....	40.2	42.2	41.3	112.3	113.6	113.1	45.14	47.94	46.71
Woollen goods.....	42.2	44.0	43.2	106.5	106.5	104.0	44.94	46.86	44.93
Synthetic textiles and silk.....	42.8	45.2	44.5	120.9	118.7	117.4	51.75	53.65	52.24
Clothing (textile and fur).....	38.1	39.8	38.3	99.8	99.2	98.8	38.02	39.48	37.84
Men's clothing.....	38.4	39.3	38.4	100.2	98.2	97.8	38.48	38.59	37.56
Women's clothing.....	36.3	38.3	36.8	104.9	105.1	103.4	38.08	40.25	38.05
Knit goods.....	39.1	41.2	38.7	97.7	97.9	97.7	38.20	40.33	37.81
*Wood products.....	40.8	41.9	41.0	132.5	131.3	128.3	54.06	55.01	52.60
Saw and planing mills.....	39.8	40.8	40.4	142.8	141.2	137.0	56.83	57.61	55.35
Furniture.....	42.4	43.5	42.1	120.1	119.5	116.4	50.92	51.98	49.00
Other wood products.....	42.4	43.8	42.3	111.2	110.2	108.5	47.15	48.27	45.90
Paper products.....	42.4	42.3	42.1	172.4	171.5	163.8	73.10	72.54	68.96
Pulp and paper mills.....	42.8	42.6	42.4	184.4	183.4	174.6	78.92	78.13	74.03
Other paper products.....	41.3	41.3	41.2	136.1	135.9	130.2	56.21	56.13	53.64
Printing, publishing and allied industries.....	40.2	40.0	40.0	179.8	178.4	171.8	72.28	71.36	68.72
*Iron and steel products.....	41.5	41.9	41.2	169.7	169.7	161.8	70.43	71.10	66.66
Agricultural implements.....	41.3	40.9	40.1	178.3	177.7	169.0	73.64	72.68	67.77
Fabricated and structural steel.....	41.6	42.3	40.8	168.7	168.6	167.9	70.18	71.32	68.50
Hardware and tools.....	42.2	42.1	41.8	156.7	155.0	147.2	66.13	65.26	61.53
Heating and cooking appliances.....	41.1	42.3	40.9	142.5	143.3	142.6	58.57	60.62	58.32
Iron castings.....	42.7	42.8	41.8	166.1	166.7	159.8	70.92	71.35	66.80
Machinery manufacturing.....	42.0	43.1	41.6	161.6	162.2	155.5	67.87	69.91	64.69
Primary iron and steel.....	40.8	41.1	40.8	189.8	190.0	176.1	77.44	78.09	71.85
Sheet metal products.....	40.7	40.8	40.9	161.3	160.9	154.8	65.65	65.65	63.31
*Transportation equipment.....	41.2	40.4	41.5	171.8	169.8	167.2	70.78	68.60	69.39
Aircraft and parts.....	41.2	41.5	40.8	173.7	173.7	172.8	71.56	72.09	70.50
Motor vehicles.....	42.2	40.4	43.7	184.5	182.8	180.8	77.86	73.85	79.01
Motor vehicle parts and accessories.....	41.3	38.0	40.7	175.7	171.1	165.1	72.56	65.02	67.20
Railroad and rolling stock equipment.....	41.0	39.9	40.0	163.0	161.4	159.8	66.83	64.40	63.92
Shipbuilding and repairing.....	39.8	41.4	41.9	162.4	160.1	153.6	64.64	66.28	64.36
*Non-ferrous metal products.....	41.5	41.1	41.4	170.5	169.3	163.4	70.76	69.58	67.65
Aluminum products.....	40.9	40.8	41.1	147.8	147.8	146.3	60.45	60.30	60.13
Brass and copper products.....	42.7	42.5	42.0	160.3	158.0	153.5	68.45	67.15	64.47
Smelting and refining.....	41.4	40.8	41.3	185.4	184.2	176.3	76.76	75.15	72.81
*Electrical apparatus and supplies.....	41.0	41.0	40.4	157.5	154.8	150.9	64.58	63.47	60.96
Heavy electrical machinery and equipment.....	41.5	41.1	39.7	170.5	169.3	164.6	70.76	69.58	65.35
*Non-metallic mineral products.....	43.1	43.0	42.8	153.3	150.3	145.9	66.07	64.63	62.35
Clay products.....	43.6	43.7	42.9	140.6	139.6	136.4	61.30	61.01	58.52
Glass and glass products.....	43.0	42.9	42.6	152.5	148.6	145.1	65.58	63.75	61.81
Products of petroleum and coal.....	40.8	40.6	40.9	206.9	203.9	191.1	84.42	82.78	78.16
Chemical products.....	41.4	41.2	41.2	156.6	155.6	148.8	64.83	64.11	61.31
Medicinal and pharmaceutical preparations.....	41.7	41.9	40.9	129.1	128.9	122.9	53.83	54.01	50.27
Acids, alkalis and salts.....	42.2	41.9	42.6	180.2	176.9	171.9	76.04	74.12	73.23
Miscellaneous manufacturing industries.....	41.4	41.3	41.4	120.8	121.1	118.2	50.01	50.01	48.93
*Durable goods.....	41.4	41.4	41.3	162.2	160.6	155.8	67.15	66.49	64.35
Non-durable goods.....	40.8	41.3	40.9	137.1	135.2	131.8	65.94	55.84	53.91
Construction.....	39.5	40.9	39.4	164.1	162.9	152.6	64.82	66.63	60.12
Buildings and structures.....	39.1	40.7	38.8	175.4	174.1	162.5	68.58	70.86	63.05
Highways, bridges and streets.....	40.5	41.3	40.9	134.3	132.6	130.1	54.39	54.76	53.21
Electric and motor transportation.....	44.8	44.6	45.0	149.5	149.1	142.7	66.98	66.60	64.22
Service.....	40.4	40.5	40.5	89.1	88.5	84.9	36.00	35.84	34.38
Hotels and restaurants.....	40.3	40.9	40.8	89.2	88.9	84.6	35.95	36.36	34.52
Laundries and dry cleaning plants.....	41.3	40.3	40.7	84.9	83.3	81.4	35.06	33.57	33.13

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956 ⁽¹⁾	41.3	148.5	61.33	147.0	116.4	126.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfiled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956 (1).....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956 (1).....	44,157	22,612	66,769	160,642	68,697	229,339

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1956 ⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 29, 1956	April 29, 1955
Agriculture, Fishing, Trapping	3,465	243	3,708	+ 2,296	+ 2,118
Forestry	5,616	11	5,627	+ 3,679	+ 3,990
Mining, Quarrying and Oil Wells	1,212	82	1,294	+ 199	+ 337
Metal Mining.....	777	19	796	— 34	— 381
Fuels.....	251	33	284	+ 164	— 81
Non-Metal Mining.....	80	2	82	+ 6	+ 16
Quarrying, Clay and Sand Pits.....	24	—	24	+ 9	+ 11
Prospecting.....	80	28	108	+ 54	+ 10
Manufacturing	7,613	3,307	10,920	+ 2,116	+ 4,457
Foods and Beverages.....	618	280	898	+ 355	+ 271
Tobacco and Tobacco Products.....	3	21	24	— 12	+ 8
Rubber Products.....	59	13	72	— 32	+ 16
Leather Products.....	105	184	289	+ 8	+ 142
Textile Products (except clothing).....	197	175	372	+ 44	+ 165
Clothing (textile and fur).....	184	1,351	1,535	+ 172	+ 439
Wood Products.....	772	116	888	+ 348	+ 108
Paper Products.....	375	109	484	+ 79	+ 289
Printing, Publishing and Allied Industries.....	240	196	436	+ 125	+ 117
Iron and Steel Products.....	1,375	214	1,589	+ 186	+ 852
Transportation Equipment.....	1,486	110	1,596	+ 187	+ 705
Non-Ferrous Metal Products.....	452	73	525	+ 47	+ 303
Electrical Apparatus and Supplies.....	735	140	875	+ 89	+ 389
Non-Metallic Mineral Products.....	131	64	195	+ 8	+ 59
Products of Petroleum and Coal.....	88	19	107	+ 37	+ 30
Chemical Products.....	599	117	716	+ 367	+ 377
Miscellaneous Manufacturing Industries.....	194	125	319	+ 108	+ 187
Construction	3,494	149	3,643	+ 1,525	+ 1,792
General Contractors.....	2,595	84	2,679	+ 1,079	+ 1,313
Special Trade Contractors.....	899	65	964	+ 446	+ 479
Transportation, Storage and Communication	2,353	535	2,888	+ 981	+ 1,687
Transportation.....	1,955	212	2,167	+ 635	+ 1,275
Storage.....	83	18	101	+ 39	+ 50
Communication.....	315	305	620	+ 307	+ 362
Public Utility Operation	532	82	614	+ 215	+ 406
Trade	3,848	3,131	6,979	+ 1,658	+ 2,231
Wholesale.....	1,354	817	2,171	+ 397	+ 892
Retail.....	2,494	2,314	4,808	+ 1,261	+ 1,339
Finance, Insurance and Real Estate	841	1,385	2,226	+ 430	+ 823
Service	8,214	11,055	19,269	+ 5,202	+ 7,539
Community or Public Service.....	540	1,715	2,255	+ 620	+ 914
Government Service.....	5,123	538	5,661	+ 1,292	+ 3,168
Recreation Service.....	195	248	443	+ 156	+ 152
Business Service.....	1,155	493	1,648	+ 430	+ 813
Personal Service.....	1,201	8,081	9,282	+ 2,695	+ 2,492
GRAND TOTAL	37,188	19,980	57,168	+18,301	+ 25,380

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT MAY 3, 1956 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	6,029	891	6,920	4,427	1,288	5,715
Clerical workers.....	2,351	5,580	7,931	10,169	21,824	31,993
Sales workers.....	1,762	1,392	3,154	4,752	11,829	16,581
Personal and domestic service workers...	1,556	9,149	10,705	30,897	17,291	48,188
Seamen.....	36	2	38	1,521	12	1,533
Agriculture and fishing.....	3,998	50	4,048	3,002	537	3,539
Skilled and semiskilled workers.....	14,038	2,079	16,117	154,521	17,962	172,483
Food and kindred products (inc. tobacco).....	81	19	100	1,449	761	2,210
Textiles, clothing, etc.....	86	1,486	1,572	3,449	10,789	14,238
Lumber and wood products.....	5,891	4	5,895	36,063	148	36,211
Pulp, paper (inc. printing).....	53	7	60	881	474	1,355
Leather and leather products.....	53	98	151	1,154	999	2,153
Stone, clay and glass products.....	16	3	19	437	41	478
Metalworking.....	1,298	16	1,314	9,292	934	10,226
Electrical.....	188	19	207	1,586	958	2,544
Transportation equipment.....	19	6	25	436	33	469
Mining.....	489		489	1,749		1,749
Construction.....	1,632	1	1,633	39,625	7	39,632
Transportation (except seamen).....	1,334	40	1,374	30,356	92	30,448
Communications and public utility..	64		64	694	1	695
Trade and service.....	489	310	799	2,911	1,438	4,349
Other skilled and semiskilled.....	1,992	56	2,048	16,174	954	17,128
Foremen.....	120	12	132	3,915	314	4,229
Apprentices.....	233	2	235	4,350	19	4,369
Unskilled workers.....	5,928	770	6,698	104,461	18,496	122,957
Food and tobacco.....	170	150	320	4,220	5,423	9,643
Lumber and lumber products.....	545	9	554	20,537	365	20,902
Metalworking.....	675	28	703	3,147	556	3,703
Construction.....	2,420		2,420	53,629	3	53,632
Other unskilled workers.....	2,118	583	2,701	22,928	12,149	35,077
GRAND TOTAL.....	35,698	19,913	55,611	313,750	89,239	402,989

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956

(Source: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
Newfoundland	267	333	330	20,427	22,344	18,884
Corner Brook.....	42	9	20	5,070	4,926	3,764
Grand Falls.....	4	3	54	2,511	2,126	1,604
St. John's.....	221	321	256	12,846	15,292	13,516
Prince Edward Island	250	134	290	3,105	4,302	2,583
Charlottetown.....	190	95	245	1,817	2,718	1,178
Summerside.....	60	39	35	1,288	1,584	1,405
Nova Scotia	1,403	1,339	1,515	21,113	25,621	20,797
Amherst.....	34	27	26	937	1,101	991
Bridgewater.....	56	27	31	1,358	1,796	906
Halifax.....	1,058	1,087	1,116	4,229	4,512	4,435
Inverness.....				948	1,112	759
Kentville.....	64	36	212	2,326	3,203	2,330
Liverpool.....	11	7	15	458	596	244
New Glasgow.....	71	30	30	2,875	3,572	3,466
Springhill.....	2	1		737	872	540
Sydney.....	40	49	37	3,634	4,698	4,019
Truro.....	61	65	40	1,838	1,907	1,137
Yarmouth.....	6	10	8	1,773	2,252	1,970
New Brunswick	1,434	857	1,040	25,756	31,902	26,139
Bathurst.....	17	19	121	4,520	5,786	4,984
Campbellton.....	45	29	17	2,709	2,679	2,930
Edmundston.....	320	23	12	1,962	3,000	2,142
Fredericton.....	176	129	368	1,606	2,036	1,899
Minto.....	90	31	8	800	697	540
Moncton.....	494	355	312	4,823	8,018	4,271
Newcastle.....	5	12	4	2,775	3,038	2,981
Saint John.....	234	224	178	3,205	2,793	2,705
St. Stephen.....	8	7	10	1,334	1,321	1,277
Sussex.....	36	16	7	780	827	562
Woodstock.....	9	12	3	1,242	1,707	1,848
Quebec	15,361	9,419	7,559	151,142	192,971	177,647
Asbestos.....	72	62	77	614	676	801
Beauharnois.....	60	25	60	685	847	997
Buckingham.....	8	18	10	1,271	1,425	1,428
Causapscal.....	438	58	421	3,778	3,708	3,522
Chandler.....	3		4	2,162	2,509	1,626
Chicoutimi.....	577	89	116	2,070	2,841	2,459
Dolbeau.....	61	10	10	2,764	2,608	2,596
Drummondville.....	86	90	66	1,350	2,343	1,553
Farnham.....	24	40	38	1,050	1,241	1,173
Forestville.....	1,562	60	1	1,881	2,267	2,289
Gaspé.....	13	5	2	1,295	2,095	1,050
Granby.....	44	27	30	1,449	2,074	1,745
Hull.....	189	126	31	3,178	4,091	2,895
Joliette.....	109	107	145	3,254	4,161	2,736
Jonquière.....	141	29	63	2,230	3,212	2,299
Lachute.....	50	39	14	647	785	817
La Malbaie.....	113	110	10	2,397	3,117	2,268
La Tuque.....	452	471	194	730	1,055	547
Lévis.....	193	95	70	2,690	4,879	5,312
Louiseville.....	59	53	46	1,328	1,458	1,579
Magog.....	12	2		499	675	
Maniwaki.....	34	30	10	1,055	1,104	1,739
Matane.....	461	7	5	4,303	4,857	4,287
Mégantic.....	27	62	15	1,396	1,540	1,477
Mont-Laurier.....	13	5	7	1,497	1,639	1,388
Montmagny.....	40	33	29	2,094	2,418	2,354
Montreal.....	5,841	4,259	3,253	38,174	51,163	54,279
New Richmond.....	286	6	313	2,102	2,450	2,333
Port Alfred.....	24	416	7	1,012	1,796	1,156
Québec.....	825	930	596	13,082	16,514	15,317
Rimouski.....	297	56	149	4,813	5,293	4,289
Rivière du Loup.....	191	41	293	4,103	7,067	5,052
Roberval.....	12	18	6	1,688	1,500	1,621
Rouyn.....	283	284	63	3,881	2,547	4,077
Ste. Agathe.....	16	18	10	997	1,447	1,026
Ste. Anne de Bellevue.....	106	87	88	937	1,377	1,291
Ste. Thérèse.....	73	39	69	1,261	1,730	1,286
St. Georges Est.....	61	82	69	3,539	3,910	3,485
St. Hyacinthe.....	354	87	38	1,375	2,139	1,991
St. Jean.....	124	77	59	1,547	1,892	1,739
St. Jérôme.....	49	36	21	1,379	1,788	1,183
St. Joseph d'Alma.....	31	19	27	2,472	3,012	2,565
Sept Iles.....	61	37	22	1,777	1,835	1,433
Shawinigan Falls.....	119	61	48	3,446	5,251	3,612
Sherbrooke.....	272	196	160	3,116	4,192	4,003
Sorel.....	36	33	26	1,821	2,200	2,928
Thetford Mines.....	61	52	47	1,940	2,190	1,762
Trois Rivières.....	832	775	513	3,260	5,562	4,334

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
Quebec—con.						
Val d'Or.....	268	334	99	2,209	2,039	2,588
Valleyfield.....	109	54	40	1,661	2,102	1,623
Victoriaville.....	189	124	69	1,883	2,352	1,737
Ontario.....	20,773	16,565	10,767	93,676	137,032	138,983
Ampprior.....	105	15	15	268	442	368
Barrie.....	203	95	192	1,143	1,556	1,189
Belleville.....	19	11	23	1,223	1,745	1,406
Bracebridge.....	213	80	214	608	1,417	916
Brampton.....	142	91	106	375	622	541
Brantford.....	168	141	72	1,469	1,545	2,168
Brockville.....	52	55	19	278	464	424
Carleton Place.....	1	.....	2	233	325	276
Chatham.....	276	67	39	1,744	2,348	2,031
Cobourg.....	15	13	8	465	604	508
Collingwood.....	28	20	28	409	834	550
Cornwall.....	148	102	73	1,762	2,596	2,201
Fort Erie.....	58	47	6	349	582	474
Fort Frances.....	35	11	10	438	651	491
Fort William.....	394	200	141	1,449	2,556	2,269
Galt.....	145	126	58	456	740	1,064
Gananoque.....	25	5	6	129	284	211
Goderich.....	30	19	40	279	661	461
Guelph.....	232	165	133	940	1,176	1,577
Hamilton.....	1,149	851	622	6,648	8,886	10,382
Hawkesbury.....	31	21	28	787	1,127	1,045
Ingersoll.....	85	29	22	235	674	527
Kapuskasing.....	115	80	50	1,497	1,410	1,893
Kenora.....	157	32	86	293	638	806
Kingston.....	197	151	198	1,083	1,604	1,041
Kirkland Lake.....	133	126	47	1,080	1,031	1,049
Kitchener.....	117	130	98	1,095	2,353	2,446
Leamington.....	112	50	23	528	693	858
Lindsay.....	84	74	202	513	959	638
Listowel.....	57	55	19	240	433	394
London.....	1,018	892	645	2,581	3,308	3,676
Midland.....	40	6	22	461	1,173	802
Napanee.....	10	5	10	500	778	463
New Toronto.....	386	227	157	1,431	2,361	2,113
Niagara Falls.....	162	75	63	1,084	1,713	2,283
North Bay.....	82	46	100	982	1,720	1,419
Oakville.....	327	205	113	210	878	336
Orillia.....	49	64	33	521	833	658
Oshawa.....	271	361	124	1,913	3,866	2,355
Ottawa.....	4,179	3,756	1,431	4,085	5,503	4,850
Owen Sound.....	59	57	48	1,175	1,890	1,648
Parry Sound.....	18	2	28	510	490	451
Pembroke.....	394	316	189	1,413	1,763	1,856
Perth.....	29	30	47	407	662	572
Peterborough.....	242	162	53	2,229	2,756	2,789
Pictou.....	25	5	5	348	627	369
Port Arthur.....	582	477	251	3,374	4,389	5,021
Port Colborne.....	23	14	4	337	640	733
Prescott.....	21	22	9	854	1,011	713
Renfrew.....	23	15	19	331	528	683
St. Catharines.....	222	144	88	1,447	2,897	2,554
St. Thomas.....	143	65	67	820	905	965
Sarnia.....	129	80	48	920	1,632	2,087
Sault Ste. Marie.....	451	388	234	1,246	1,462	1,821
Simcoe.....	104	38	49	909	1,194	1,020
Sioux Lookout.....	19	23	11	217	283	268
Smiths Falls.....	12	10	14	286	618	292
Stratford.....	91	66	33	323	615	761
Sturgeon Falls.....	2	5	.....	1,025	1,224	1,557
Sudbury.....	435	320	274	2,962	3,600	4,081
Timmins.....	110	127	37	1,906	2,047	2,296
Toronto.....	5,480	4,759	3,191	21,253	31,751	36,704
Trenton.....	99	102	34	630	956	915
Walkerton.....	58	41	57	374	710	468
Wallaceburg.....	23	17	14	347	542	650
Welland.....	89	51	16	809	1,860	1,860
Weston.....	454	404	334	1,038	1,701	1,438
Windsor.....	360	275	286	4,112	6,019	4,651
Woodstock.....	46	51	54	505	671	601
Manitoba.....	2,901	1,993	2,040	20,474	25,605	22,322
Brandon.....	334	216	245	1,812	2,275	1,979
Dauphin.....	52	26	62	977	1,449	974
Flin Flon.....	64	41	25	139	140	264
Portage la Prairie.....	58	49	71	1,005	1,219	1,056
The Pas.....	24	8	5	70	133	131
Winnipeg.....	2,369	1,653	1,632	16,471	20,389	17,918

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
Saskatchewan	2,822	1,271	1,600	13,207	19,341	13,936
Estevan	125	83	68	260	299	232
Moose Jaw	452	250	182	916	1,695	1,101
North Battleford	130	120	39	861	1,420	1,148
Prince Albert	77	44	32	2,121	2,223	2,294
Regina	953	319	707	2,700	4,894	2,799
Saskatoon	624	230	289	3,342	4,529	3,002
Swift Current	230	106	89	437	1,063	696
Weyburn	76	38	62	336	510	330
Yorkton	155	81	132	2,234	2,708	2,334
Alberta	5,355	2,920	2,438	19,921	26,014	25,186
Blairmore	32	34	15	384	465	388
Calgary	1,650	1,078	896	4,632	6,691	7,079
Drumheller	28	11	30	504	647	667
Edmonton	1,845	1,251	989	10,828	12,242	11,115
Edson	87	88	74	332	354	461
Lethbridge	1,408	261	245	1,464	2,931	2,534
Medicine Hat	208	114	100	591	1,315	1,194
Red Deer	97	83	66	1,186	1,369	1,706
British Columbia	5,045	3,847	2,594	34,168	47,834	46,399
Chilliwack	64	99	72	915	1,887	982
Courtenay	94	49	20	407	873	904
Cranbrook	9	11	23	773	1,101	1,304
Dawson Creek	66	43	36	754	551	699
Duncan	82	50	55	450	1,042	450
Kamloops	140	85	86	1,015	1,022	920
Kelowna	13	12	25	1,146	1,512	757
Kitimat	525	425	.....	243	257	.....
Mission City	90	61	63	736	1,384	1,060
Nanaimo	78	82	22	635	1,409	776
Nelson	75	25	9	821	1,159	1,236
New Westminster	343	203	153	3,771	5,303	5,002
Penticton	11	6	21	720	1,470	1,180
Port Alberni	105	158	23	242	615	301
Prince George	209	88	91	2,881	1,350	2,485
Prince Rupert	127	71	99	877	1,102	947
Princeton	12	3	4	203	392	282
Trail	18	13	29	786	1,053	928
Vancouver	2,167	1,843	1,205	13,760	19,148	21,143
Vernon	71	13	26	1,004	1,753	1,574
Victoria	484	351	281	2,041	2,925	2,913
Whitehorse	257	126	251	488	526	556
Canada	55,611	38,678	30,163	402,989	532,966	492,876
Males	35,698	23,010	15,508	313,750	428,221	394,275
Females	19,913	15,668	14,655	89,239	104,745	98,601

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: FORM U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (4 months)	203,162	127,484	75,678	16,898	50,170	72,164	39,574	24,356
1956 (4 months)	267,065	183,851	83,214	19,806	62,433	99,663	51,476	33,687

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE APRIL 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	18.5	3,859	77,557	(582)	1,590,986
Prince Edward Island.....	3.7	666	15,475	(556)	268,375
Nova Scotia.....	23.1	6,460	96,897	(5,625)	1,740,543
New Brunswick.....	27.8	7,948	116,840	(4,146)	2,193,869
Quebec.....	153.2	50,753	643,584	(51,552)	12,677,838
Ontario.....	98.9	30,690	415,401	(46,711)	7,754,362
Manitoba.....	21.3	5,086	89,444	(6,793)	1,655,532
Saskatchewan.....	18.1	3,310	76,141	(3,434)	1,286,813
Alberta.....	17.4	7,330	73,037	(4,217)	1,550,559
British Columbia.....	33.2	10,552	139,569	(13,723)	2,482,732
Total, Canada, April 1956.....	415.2	126,654	1,743,909	(137,339)	33,201,609
Total, Canada, March 1956.....	451.5	154,458	2,008,060	(138,743)	38,167,352
Total, Canada, April 1955.....	496.6	149,259	10,747,880‡	(118,354)	33,775,066

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.

TABLE E-2.—REGULAR CLAIMANTS * HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, APRIL 30, 1956

Province and Sex	Duration on the Register (weeks)									April 29, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	292,063†	46,220	24,184	30,622	48,103	39,500	40,179	28,864	34,391	353,928
Male.....	228,257	35,262	19,500	25,067	38,896	31,386	31,229	23,637	23,280	284,328
Female.....	63,806	10,958	4,684	5,555	9,207	8,114	8,950	5,227	11,111	69,600
Newfoundland.....	13,595	1,794	1,098	1,200	1,707	1,913	2,793	1,996	1,094	11,438
Male.....	13,109	1,740	1,081	1,165	1,650	1,847	2,681	1,939	1,006	11,079
Female.....	486	54	17	35	57	66	112	57	88	359
Prince Edward Island....	2,045	162	136	121	219	232	534	430	211	1,486
Male.....	1,712	138	100	106	196	188	453	382	149	1,260
Female.....	333	24	36	15	23	44	81	48	62	226
Nova Scotia.....	16,488	2,575	1,358	1,978	2,565	2,058	2,583	1,642	1,729	15,979
Male.....	14,536	2,300	1,240	1,790	2,280	1,797	2,262	1,497	1,370	14,201
Female.....	1,952	275	118	188	285	261	321	145	359	1,778
New Brunswick.....	19,401	3,418	1,672	1,895	3,131	2,708	3,151	2,025	1,401	17,659
Male.....	17,126	3,111	1,441	1,695	2,785	2,434	2,796	1,811	1,053	16,030
Female.....	2,275	307	231	200	346	274	355	214	348	1,629
Quebec.....	112,037	15,506	9,037	12,626	21,539	17,053	14,069	10,918	11,289	129,922
Male.....	91,744	11,784	7,416	10,589	18,557	14,774	11,738	9,436	7,450	106,998
Female.....	20,293	3,722	1,621	2,037	2,982	2,279	2,331	1,482	3,839	22,924
Ontario.....	67,755	12,467	5,125	6,690	11,024	8,375	8,897	5,508	9,669	101,469
Male.....	45,194	8,302	3,399	4,750	7,669	5,451	5,796	3,837	5,990	74,538
Female.....	22,561	4,165	1,726	1,940	3,355	2,924	3,101	1,671	3,679	26,931
Manitoba.....	13,277	1,944	868	1,071	1,716	1,665	2,231	1,578	2,204	14,364
Male.....	9,174	1,238	647	785	1,204	1,098	1,487	1,193	1,522	10,175
Female.....	4,103	706	221	286	512	567	744	385	682	4,189
Saskatchewan.....	9,118	878	900	666	986	1,147	1,574	1,310	1,657	9,365
Male.....	7,173	716	785	539	749	865	1,155	1,105	1,259	7,469
Female.....	1,945	162	115	127	237	282	419	205	398	1,896
Alberta.....	15,418	2,996	1,745	2,116	2,099	1,756	1,689	1,269	1,748	22,131
Male.....	12,755	2,600	1,589	1,919	1,762	1,341	1,230	1,038	1,276	19,511
Female.....	2,663	396	156	197	337	415	459	231	472	2,620
British Columbia.....	22,929	4,480	2,245	2,259	3,117	2,593	2,658	2,188	3,389	30,115
Male.....	15,734	3,333	1,802	1,729	2,044	1,591	1,631	1,399	2,205	23,067
Female.....	7,195	1,147	443	530	1,073	1,002	1,027	789	1,184	7,048

* Seasonal benefit is no longer applicable, the period having expired on April 21, (in 1955, April 15).

† This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices	Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month					
	Total*	Initial†	Renewal	Total Disposed off‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,207	4,079	1,128	5,521	2,765	2,756	2,291
Prince Edward Island.....	719	590	129	792	365	427	171
Nova Scotia.....	7,318	5,369	1,949	8,265	5,377	2,888	2,111
New Brunswick.....	9,431	6,928	2,503	10,141	6,222	3,919	2,481
Quebec.....	47,962	36,186	11,776	59,842	36,846	22,996	13,073
Ontario.....	33,767	24,031	9,736	37,527	23,755	13,772	7,207
Manitoba.....	6,098	4,533	1,565	6,550	3,679	2,871	895
Saskatchewan.....	4,097	3,267	830	4,491	2,287	2,204	749
Alberta.....	8,457	6,461	1,996	10,316	6,668	3,648	1,718
British Columbia.....	12,313	8,426	3,887	13,595	8,938	4,657	2,958
Total, Canada, April 1956.....	135,369	99,870	35,499	157,040	96,902	60,138	33,654
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408
Total, Canada, April 1955.....	154,260	107,480	46,780	173,611	117,599	56,012	32,269

* In addition, revised claims received numbered 23,733.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 41,889 revised claims were disposed of. Of these, 13,822 were special requests not granted, and 1,233 were appeals by claimants. There were 4,662 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—March.....	3,476,000	2,856,300	619,700†
April.....	3,469,000	2,863,800	605,200†
May.....	3,260,000	2,906,100	353,900
June.....	3,253,000	3,012,300	240,700
July.....	3,298,000	3,111,700	186,300
August.....	3,309,000	3,141,300	167,700
September.....	3,345,000	3,192,200	152,800
October.....	3,343,000	3,197,600	145,400
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100†
February.....	3,532,000	3,055,100	475,900†
March.....	3,571,000	3,060,000	511,000†

* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF MAY 1956**

SOURCE: Dominion Bureau of Statistics

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operations	Other Commodi- ties and Services
	May 1, 1955	April 1, 1956	May 1, 1956					
(1) St. John's, Nfld.....	105.0	105.9	106.6	103.1	109.8	100.8	104.5	114.5
Halifax.....	115.4	114.8	114.7	104.3	125.6	114.2	119.9	120.3
Saint John.....	118.1	117.6	117.5	108.6	128.5	116.7	117.4	124.8
Montreal.....	117.0	116.7	116.6	111.0	136.2	108.0	114.7	120.5
Ottawa.....	117.3	117.7	117.7	107.2	136.8	111.4	116.4	124.2
Toronto.....	118.9	118.7	119.1	107.7	148.3	111.2	116.5	120.9
Winnipeg.....	115.6	116.5	116.1	109.4	127.6	113.2	113.9	120.8
Saskatoon—Regina.....	114.4	114.9	114.6	109.5	118.1	114.8	116.4	116.5
Edmonton—Calgary.....	114.2	114.6	114.3	106.5	121.2	113.9	116.8	119.7
Vancouver.....	117.2	118.6	117.7	111.1	128.2	113.5	124.1	120.1

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY 1955, 1956†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January	13†	13	17,335†	17,335	338,340	0.38
February	12	22	3,884	20,144	234,795	0.27
March	12	22	2,324	3,243	16,875	0.02
April	14	20	2,500	2,772	10,050	0.01
May	29	33	16,420	17,855	136,510	0.16
Cumulative	80		42,463		736,570	0.17
1955						
January	18†	18	12,179†	12,179	218,985	0.25
February	5	12	346	2,843	20,669	0.02
March	7	13	1,778	2,297	15,752	0.02
April	16	21	1,821	2,656	25,369	0.03
May	9	17	2,237	3,200	40,500	0.05
Cumulative	55		18,361		321,275	0.07

* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to May 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	1,600	Mar. 21	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
MANUFACTURING— Textiles, Clothing, etc.— Cotton factory workers, Drummondville, Que.	1	1,320	30,000	Apr. 27	Dispute over quality checkers; unconcluded.
Metal Products— Electrical apparatus factory workers, Pembroke, Ont.	1	20	440	Apr. 5	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations; unconcluded.
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Palo, Sask.	1	27	270	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; concluded May 11; conciliation; compromise.
Strikes and Lockouts Commencing During May 1956					
MINING— Coal miners, Thorburn, N.S.	1	375	1,125	May 16	Dispute over hour set for riding trip; concluded May 18; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	1	532	700	May 23	Protesting suspension of four miners for loading dirty coal; concluded May 24; return of workers; in favour of employer.
MANUFACTURING— Vegetable Foods, etc.— Bakery workers, Vernon, B.C.	1	7	165	May 1	For a union agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
Fur and Leather Products— Fur dressers and dyers, Toronto, Ont.	1	13	80	May 3	For a new agreement providing for increased wages; concluded May 11; negotiations; in favour of workers.
Fur factory workers, Toronto, Ont.	17	70	325	May 28	For a new agreement providing for "no subcontracting clause"; concluded May 31; negotiations; in favour of workers.
Textiles, Clothing, etc.— Cotton factory workers, Magog, Que.	1	(3) 2,010	35,000	May 8	Protesting proposed time study of certain operations; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During May 1956—Continued					
Textile weavers, Cornwall, Ont.	1	17	30	May 9	For upward revision in incentive bonus; concluded May 10; return of workers pending settlement; indefinite.
Cotton factory workers, Sherbrooke, Que.	1	925	13,600	May 11	Protesting dismissal of a worker for poor workmanship; unconcluded.
Cotton factory workers, Ville Montmorency, Que.	1	1,529	14,500	May 18	For a new agreement providing for increased wages, union shop or Rand formula, seniority and other changes, and dispute <i>re</i> time-study findings, following reference to arbitration board; unconcluded.
<i>Pulp, Paper and Paper Products—</i> Pulp and paper mill workers, Jonquiere, Kenogami and River Bend, Que.	3	(4) 1,600	7,000	May 23	For new agreements providing for increased wages, parity in wages and hours between mills and other changes, following reference to arbitration board; concluded May 29; negotiations; compromise.
<i>Printing and Publishing—</i> Plate printers, Ottawa, Ont.	1	17	85	May 16	Dispute over production quota; concluded May 23; negotiations; indefinite.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, St. John's West, Nfld.	1	36	125	May 23	For a new agreement providing for increased wages; concluded May 26; negotiations; indefinite, result not reported.
<i>Metal Products—</i> Aircraft engine factory workers, Malton, Ont.	1	2,350	2,500	May 1	Protesting job assignments; concluded May 2; negotiations; indefinite.
Machine and tool factory workers, Montreal, Que.	1	26	205	May 2	For implementation of award of arbitration board for increased wages in union agreement under negotiations; concluded May 11; return of workers and replacement; in favour of employer.
Agricultural implement factory workers, Hamilton, Ont.	1	1,500	700	May 3	To attend a union meeting <i>re</i> strike vote; concluded May 3; return of workers; indefinite, see later strike.
Electrical apparatus factory workers, Toronto, Ont.	1	351	7,000	May 3	For a new agreement providing for increased wages and pension plan, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			

Strikes and Lockouts Commencing During May 1956—Continued					
Electric motor factory workers, St. Thomas, Ont.	1	78	1,090	May 7	For a new agreement providing for increased wages, union security, seniority, fringe benefits and term of agreement, following reference to conciliation board; concluded May 25; negotiations; compromise.
Die casting factory workers, Wallaceburg, Ont.	1	294	2,950	May 17	For a new agreement providing for reduced hours from 45 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
Electronic equipment factory workers, Montreal, Que.	1	125	185	May 23	For a new agreement providing for wage increase retroactive to Aug. 1, 1955, following reference to arbitration board; concluded May 24; negotiations; in favour of workers.
Agricultural implement factory workers, Hamilton, Ont.	1	1,500	700	May 25	Alleged delay in negotiations for a new agreement providing for increased wages, guaranteed annual wage and fringe benefits; concluded May 25; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Paint factory workers, Brantford, Ont.	1	118	200	May 10	For a union agreement providing for increased wages, seniority, extension of vacation plan and other changes; concluded May 11; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures—</i> Bricklayers, stonemasons and apprentices, Prince Albert and Saskatoon, Sask.	.....	39	350	May 1	For a new agreement providing for increased wages; concluded May 11; conciliation; compromise.
Carpenters, Vernon, B.C.	1	(5) 11	30	May 9	For a union agreement providing for increased wages; concluded May 11; negotiations; in favour of workers.
Asbestos insulation mechanics and improvers, Ont.	15	(5) 335	4,280	May 14	For a new agreement providing for increased wages, welfare fund and ratio of three mechanics to one improver, following reference to conciliation board; partial return of workers; unconcluded.
Power machine operators, Ottawa, Ont.	.....	150	150	May 31	For increased wages; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During May 1956—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, mechanics, checkers and helpers, Windsor, Ont.	1	283	2,800	May 21	For seniority in holiday schedules; unconcluded.
Water— Unlicensed and licensed ships' personnel, Great Lakes and St. Lawrence River.	.....	2,100	8,000	May 10	For a new agreement pro- viding for hourly instead of monthly rates of pay, in- crease in wages and in pay for overtime, and limitation of hours of work, following reference to conciliation board; concluded May 19; conciliation, federal; compro- mise.
TRADE— Ready-mix concrete jobbers, Halifax, N.S.	1	22	300	May 15	For a new agreement pro- viding for increased wages, reduced hours from 49½ to 44½ per week with same take- home pay and fringe benefits; unconcluded.
Steel jobbers, Kitchener, Ont.	1	7	25	May 28	For a union agreement pro- viding for increased wages, reduced hours and fringe benefits; unconcluded.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

⁽³⁾ 77 indirectly affected; ⁽⁴⁾ 552 indirectly affected; ⁽⁵⁾ 10 indirectly affected; ⁽⁶⁾ 1,275 indirectly affected.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	5	24		20	10	12		10					81
(a) Tools, machinery, cranes, etc.....	1	1		3	1	2							8
(b) Moving vehicles.....	1	1		4	1	2		9					18
(c) Other objects.....	3	22		13	8	8		1					55
Caught In, On or Between Machinery, Vehicles, etc..	1	2		3	7			2	2				18
Collisions, Derailments, Wrecks, etc.....	1	4	2	1	7	7		20	2		3		47
Falls and Slips.....	2	1	1	9	13	10	1	5	1		2		45
(a) Falls on same level.....													
(b) Falls to different levels.....	2	1	1	9	13	10	1	5	1		2		45
Conflagrations, Temperature Extremes and Explosions.....		5		2	1	3	1	3	1		2		18
Inhalation, Absorptions, Asphyxiation, etc.....				9	5			3			4		21
Electric Current.....													4
Over-exertion and Industrial Diseases.....				1	5	1		2	1		4		14
Miscellaneous Accidents.....													
Total, First Quarter—1956.....	9	36	3	45	48	38	2	45	7		15		248*
Total, First Quarter—1955.....	9	46	3	33	66	31	6	43	10	1	20		268

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1956

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					2	4		2		1		9
Logging.....	2		1		6	10		1	5	11		36
Fishing and Trapping.....	3											3
Mining and Quarrying.....	1		1	1	7	16	1	1	7	10		45
Manufacturing.....	1		2	1	12	14	1		7	10		48
Construction.....			1		9	14			5	9		38
Electricity, Gas, Water Production and Supply.....			1									2
Transportation, Storage and Communications.....			1	2	8	7	2	4	12	6	3	45
Trade.....			1			5				1		7
Finance.....												
Service.....			1	1	2	5	2		2	2		15
Unclassified.....												
Total.....	7		9	5	46	75	6	8	38	51	3	248*

* Of this total 198 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 50 were obtained from other non-official sources.

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